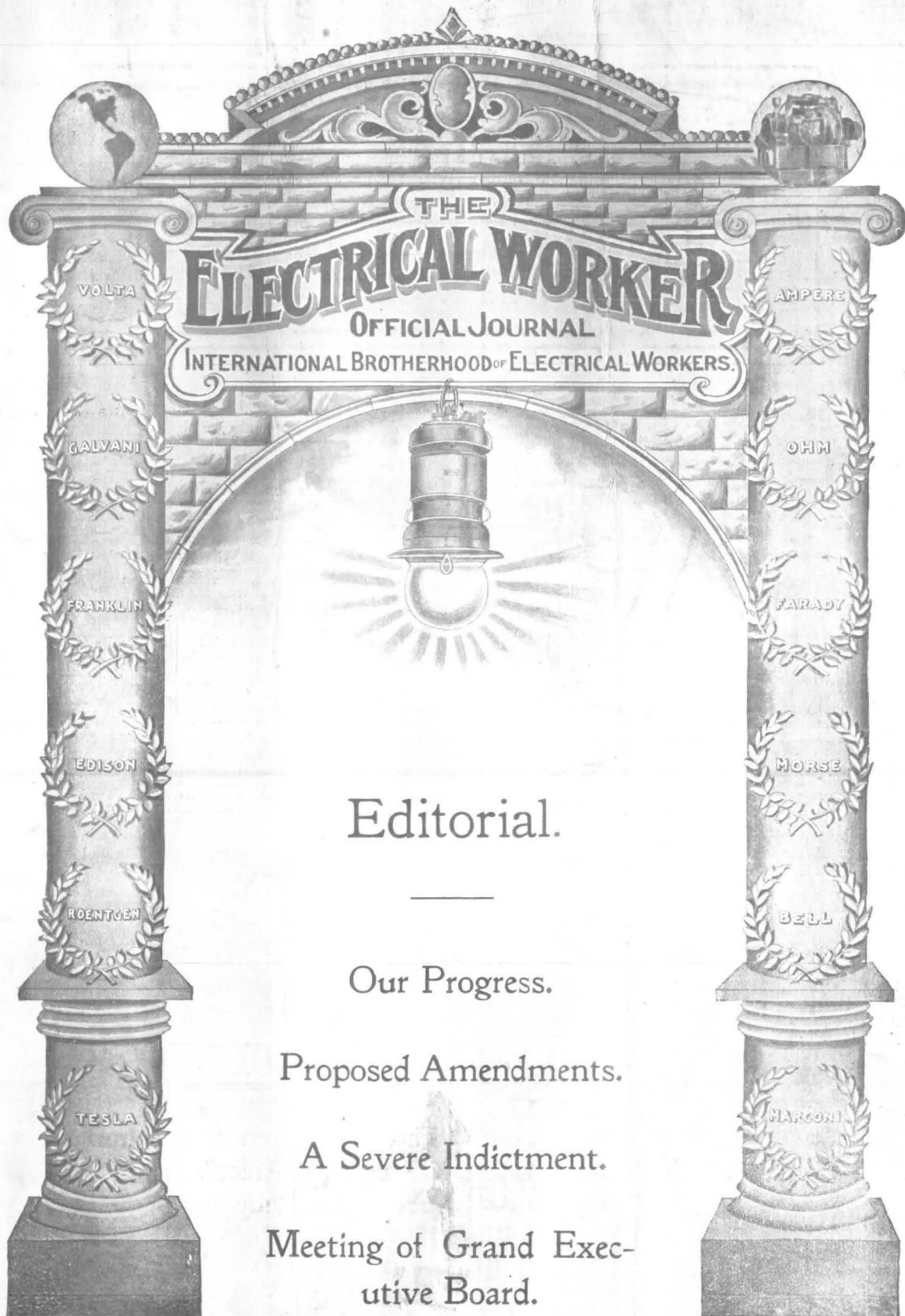


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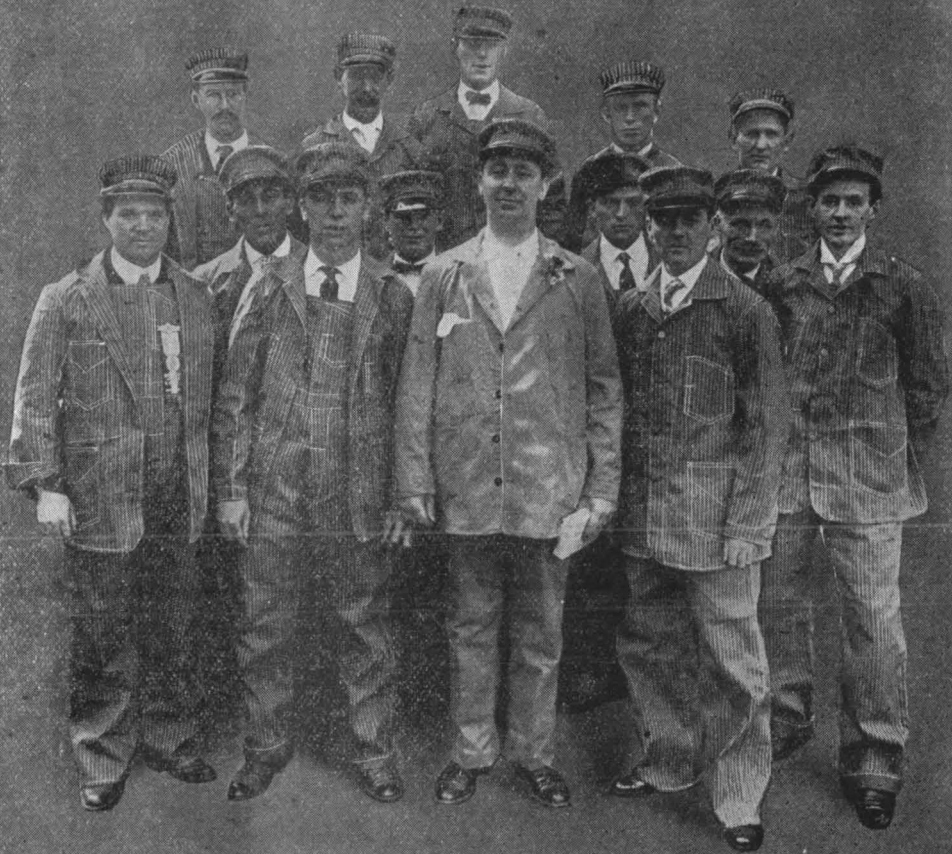
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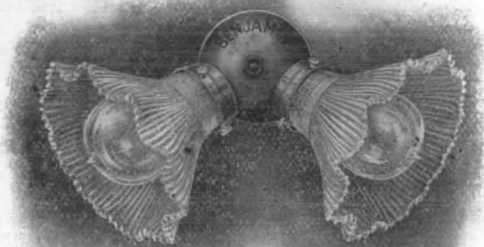
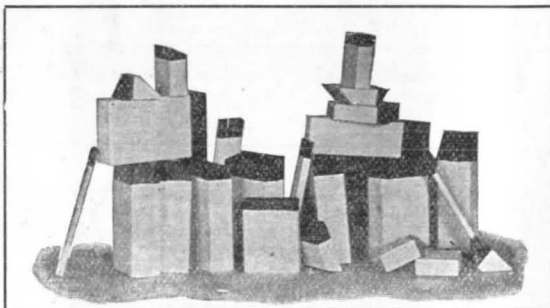
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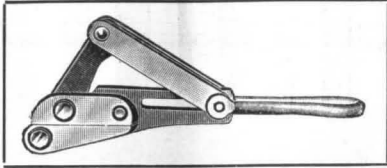
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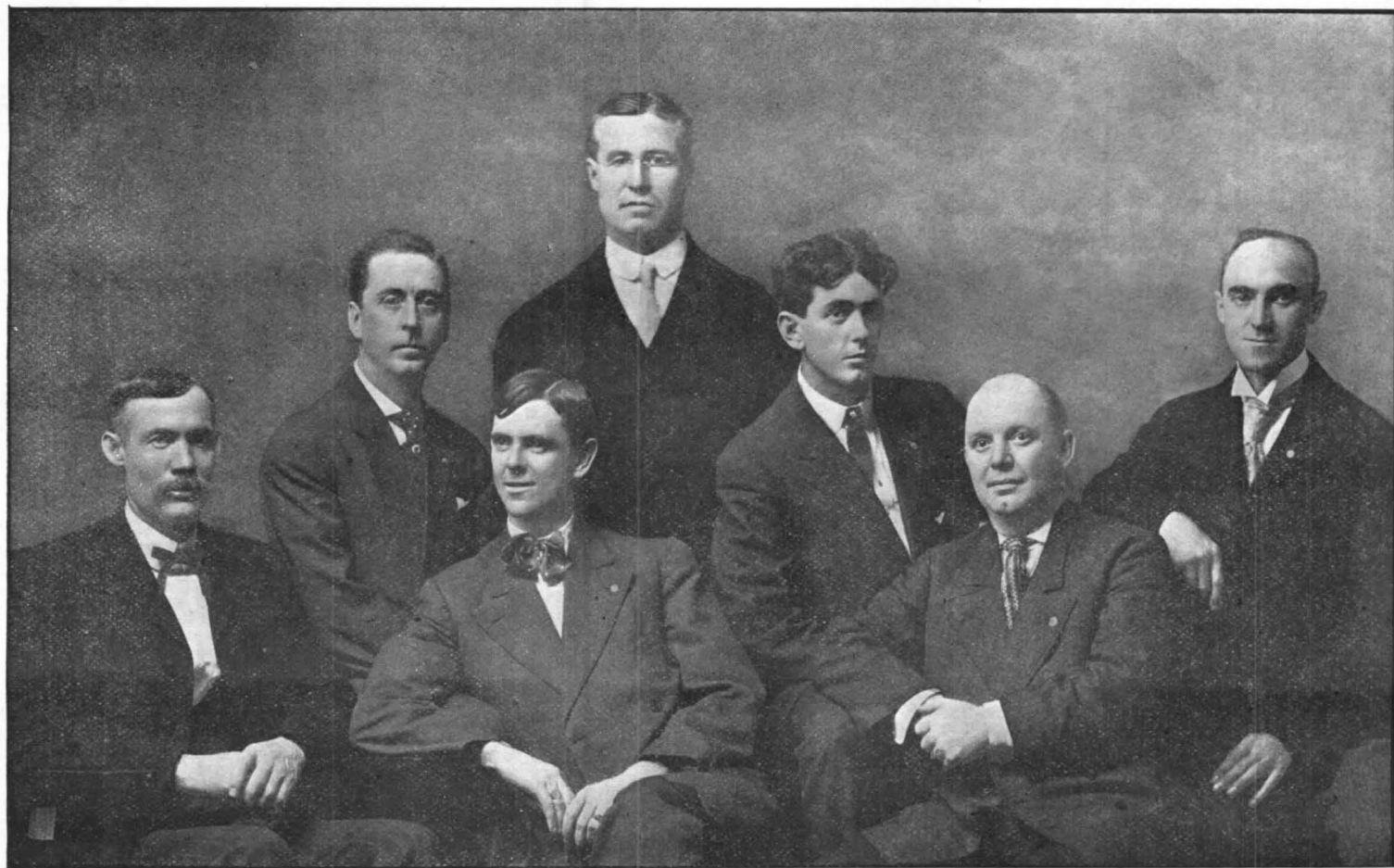
THE INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS

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SPRINGFIELD, ILL., OCTOBER, 1907

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\$1 per year in advance

MEETING OF GRAND EXECUTIVE BOARD.

Springfield, Ill., Sept. 9th, 1907.

The Grand Executive Board of the I. B. E. W. was called to order at 2.50 p. m. September 9th. Brothers King, McLaughlin, Godshall, O'Connor, Fitzgerald, Graham and Scott, being present.

Grand President McNulty installed Bro. Scott as a new member of the Board vice Brother Lofthouse, resigned.

Brother Scott was elected Secretary, and Brother O'Connor Chairman.

Motioned by Godshall and seconded by Scott that a committee be appointed to secure expert auditors and to examine bonds. Carried. Brothers King, Godshall and Fitzgerald appointed.

Chairman O'Connor then appointed Brothers Scott, McLaughlin and Graham as a committee on amendment to the Constitution.

Moved by McLaughlin and seconded by Graham that the E. B. hear committees and others who desire to appear before the Board September 10th, under first order of business. Carried.

Moved by McLaughlin and seconded by King that while the E. B. are in session, no person be admitted, except as such as have business with the Board. Carried.

Moved and seconded that the Executive Board adjourn to meet at 9 a. m. September 10th, 1907.

SECOND DAY'S SESSION.

Springfield, Ill., Sept. 10th, 1907.

The Executive Board was called to order at 9 a. m. Roll call found all members present.

Minutes of previous meeting read and approved.

Motioned by Godshall and seconded by King that Certified Audit Company of Springfield, Ill., be employed to audit the books of the General Office. Carried.

Motioned by McLaughlin and seconded by King that Brother Godshall act as Sergeant at Arms for the E. B. Carried.

Brother Hoskinson, President D. C.'s 1-2, of the Southern District, appeared before the Board in regard to the difference of per capita charges on reinstated members in defunct local unions 82 and 269, who were reinstated in L. U. 16 through

the efforts of Organizer Smith.

Grand Secretary furnished information in connection with the case.

Motioned by Graham and seconded by King that Local Union 16 be given permission to reinstate balance of delinquent members of former Local Unions 82 and 269 within thirty days time at 30c per capita. Carried.

Motioned by King and seconded by Fitzgerald that communication from Local Union No. 1 be received and committee be given hearing. Carried.

Committee from No. 1 received as per stenographers notes. (No. 1 attached.)

Moved by Graham and seconded by Fitzgerald that request of Local Union No. 1 relative to the Fixture Workers be granted and the matter be referred to the Grand President for execution. Carried.

The hour for luncheon having arrived the Board adjourned to meet at 1 p. m.

AFTERNOON SESSION.

Appeal of Local Union 399 for remittance of per capita tax for the months of August, September and October, 1907.

Motioned by Godshall and seconded by Scott that the appeal of No. 399 be tabled, to be investigated by member of Executive Board from that district. Carried.

Appeal of Local Union 350 for extension of per capita tax. Motioned by Graham and seconded by Godshall that 350 be notified that no action can be taken on their appeal until their per capita sheets are filed with the Grand Secretary in the General Office. Carried.

Appeal of Intermountain District Council to set aside their per capita tax on account of difficulty.

Motioned by Godshall and seconded by Graham that appeal from Intermountain District Council to set aside their per capita tax for their use for defense fund be granted for a term of three months. Carried.

Brother Meyers, President District Council 5 of the 2nd District and Brother Westphal of 309 appeared before the Board at this time as per stenographer's report No. 2.

Brother Kirby of the S. B. T. A.'s appeared before the Board and presented a very interesting talk on behalf of his organization.

Motioned by McLaughlin and seconded by O'Connor that Secretary Scott act as Press Secretary. Carried.

Motioned by Scott and seconded by King that we adjourn till 9 a. m. Sept. 11th, 1907. Carried.

THURSDAY'S SESSION.

Springfield, Ill., Sept. 11th, 1907.

Meeting called to order at 9 a. m. Roll call found all members present.

Minutes of previous session read, corrected and approved.

Mr. A. W. Rollins, resident agent of the New York Life Insurance Company, appeared before the Board and gave the Board detailed information concerning the policy of this Company.

In the matter of Local Union No. 1 concerning their protest against the payment of assessment levied January 1st, 1907, by District Council 5 of the 2d District.

After considering all evidence submitted the Executive Board are of the opinion that due care was not exercised by the Secretary of the District Council in the notification of all locals at the time the referendum was taken, it was clearly shown that all local unions did not receive the notice for referendum vote and by motion of Scott seconded by Godshall, it is the decision of the Grand Executive Board that District Council 5 of the 2d District shall within thirty days submit to all local unions in said district, the same referendum as submitted by said District Council on October 31st, 1906, relative to levying an assessment of 12 1-2c per week. The result of said referendum to be final and binding on all local unions affiliated with said D. C. in case referendum carries all local unions in District not having paid shall pay said assessment from January 1, 1907. All notices calling for said referendum to be sent by registered mail to the President, Financial Secretary and Recording Secretary of each local union affiliated. Carried unanimously.

Adjourned at 12.10 for luncheon.

AFTERNOON SESSION.

Appeal from Local Union 309.

Motioned by Graham and seconded by Godshall that the appeal from Local Union 309 to change their charter to read "mixed local" be referred to the Grand President for action. Carried.

Appeal of No. 99 for remission of per capita tax for four months and a donation.

Motioned by Godshall and seconded by King that per capita tax be remitted for four months. Carried.

Motioned by Godshall and seconded by Scott that the debt of No. 99 be referred to their District Council. Carried.

Resolutions and petitions of Local Union 14.

Motioned by Scott and seconded by King that the matter be tabled subject to the call of the Board.

Appeal of Local Union No. 6.

Motioned by McLaughlin and seconded by Graham that the local union No. 6 be granted a stay in the payment of per capita tax for a term of six months. Carried.

Appeal from Local Union No. 6.

Motioned by Scott and seconded by King that the Executive Board instruct the Grand President to go to San Francisco at his earliest convenience and to use his discretion as to the length of time he remains there. Carried.

Appeal of Local Union No. 6.

Motioned by Godshall and seconded by McLaughlin that the appeal of Local Union No. 6 be referred to the President of the District Council. Carried.

Appeal of No. 151.

Moved by Godshall and seconded by King that appeal be laid on the table until further information is received from the Conference Committee of San Francisco. Carried.

Moved by Graham and seconded by McLaughlin that we adjourn to meet Sept. 12th, 1907, at 9 a. m. Carried.

FOURTH DAY'S SESSION.

Springfield, Ill., Sept. 12th, 1907.

Executive Board meeting. Morning session.

Called to order at 9.05 a. m. All members answering roll call.

Minutes of previous session read and approved.

Moved by Godshall and seconded by Scott that report of committee on auditors be laid on the table and committee investigate this evening. Carried.

Appeal from Local Union 464.

Moved by Godshall and seconded by Graham that the appeal of Local Union No. 464 be referred to their District Council for action. Carried.

Request of District Council No. 1 to change their territorial lines.

Moved by Scott and seconded by Godshall that the request of District Council No. 1 be referred to Grand President and 1st Grand Vice President with instructions to confer with both District Councils affected before action is taken. Carried.

Communication from President of District Council No. 7 of the 2nd District.

Moved by King and seconded by Scott that same be referred to the Executive Board member of that district for investigation. Carried.

Death claim of Brother Neil of New York.

Moved by Godshall and seconded by McLaughlin that claim is not legal and the same be rejected. Carried.

Death claim of Brother Pugh, Local Union No. 77.

Moved by Godshall and seconded by McLaughlin that the claim be rejected and Local Unions 77 and 125 be notified that the Executive Board consider 125 negligent in this matter and morally responsible for the delinquency of the deceased brother on the books of the General Office. Carried.

Luncheon.

AFTERNOON SESSION.

Grand President's report received, read and filed.

Grand Vice President Noonan's report on Southern Bell and M. and K. situation received, read and filed.

Case of Stewart Hemphill taken up and long discussion held on same. Finally moved by McLaughlin and seconded by King that Secretary of Executive Board communicate with No. 5 requesting information as to terms and conditions under which Local Union No. 5 are willing to reinstate Stewart Hemphill. Carried.

Moved by McLaughlin and seconded by Godshall that we adjourn to meet at 9 a. m. September 13th, 1907. Carried.

FIFTH DAY'S SESSION.

Springfield, Ill., Sept. 13th, 1907.

Session called to order at 9.05 a. m. Roll call found all brothers present.

Minutes of previous session read and approved.

Report of auditing committee received and concurred in.

An exhaustive report of the Receiver of the New York Electrical Workers' Union read, together with the decision of the Supreme Court of New York in connection with the case. Tabled for further investigation and information.

Appeal of Local Union 142.

Moved by Godshall and seconded by McLaughlin that per capita tax of Local Union 142 be remitted for four (4) months provided per capita sheets are forwarded promptly to the General Office. Carried.

At this time, Brother Potter, President of District Council 3 of the 1st District appeared before the Executive Board with lengthy information regarding the Philadelphia strike situation, as per stenographer's notes No. 3.

Protest read from District Council 3 against allowing any change in District Council lines until all local unions now in District Council pay all arrearages to the present District Council.

Adjourned till 1 p. m.

AFTERNOON SESSION.

Called to order at 1 p. m.

District Council President Potter gave us detailed information regarding difficulty in District Council 3, 1st District.

After hearing report of Grand Vice President Reid on this difficulty it was moved by Graham and seconded by Godshall that we allow District Council 3 of the 1st District to draw from said District Council funds an amount not to exceed \$180 per month for organizing and defense purposes. All monies accruing to said District Council over and above said amount shall be applied to the payment of loans previously granted to said Council. This ruling shall apply from August 18, 1907, and to remain in force until May 1st, 1908. Carried.

Moved by Scott and seconded by King that 25 per cent of the existing surplus of the General Fund be transferred to the Defense Fund. Carried.

Moved by Graham and seconded by McLaughlin that Local Union 98 be donated \$1,000 for defense purposes exclusively and that Local Union 98 be held responsible for the disbursement of said donation and to file with the Grand Secretary for approval of the Executive Board a detailed report showing all disbursements and receipts for same. Carried.

Resolution of committee of Washington, D. C., in reference to employers association of the District of Columbia read.

Moved by McLaughlin and seconded by King that we ratify the resolution and pledge our moral aid in their efforts. Carried.

Moved by Graham and seconded by King that we adjourn till 9 a. m.

SIXTH DAY'S SESSION.

Morning session.

Roll call, all members present.

Minutes of the previous session read and approved.

Grand Vice President Noonan's report read and filed.

Communication from President Gompers read.

Motion made by King, seconded by Graham, that the Grand President be instructed to attend the conference between the I. A. T. S. E. and the I. B. E. W. at Washington, D. C., on September 23rd. Carried.

Mr. John Morrison of Advertising Agency, appeared before the Board in support of his claim for previous advertising contracts and the entire morning was devoted to this case.

Motion made by Graham and seconded by Godshall that we adjourn to meet at 1 p. m. and that a stenographer be procured. Carried.

Afternoon session called to order at 1.15 p. m.

The case of John Morrison again taken up.

Motion made by Graham and seconded by King that Mr. Morrison be invited to present his claim against the Brotherhood and submit his evidence in support of such claim. Carried.

Motion made by King and seconded by Scott that we adjourn to meet at 10 a. m. Sept. 15th. Carried.

SUNDAY.

Springfield, Ill., Sept. 15th, 1907.

Session called to order at 10 a. m.

Roll call found all members present.

Moved by Scott and seconded by Godshall that the communication from 151 be laid on the table pending the arrival of further information.

Grand Secretary and Mr. Morrison appeared before the Board and entered lengthy statements concerning Mr. Morrison's claim against the I. B. E. W. as per stenographer's notes.

Moved by King and seconded by Godshall that the entire matter be referred to the Grand Secretary.

On roll call—

Fitzgerald, nay.

Godshall, aye.

Graham, nay.

McLaughlin, nay.

King, aye.

Scott, aye.

O'Connor, aye.

Carried.

Moved by King and seconded by Godshall that we adjourn to meet at 9 a. m. Monday, the 16th, 1907.

EIGHTH DAY.

Springfield, Ill., Sept. 16th, 1907.

Roll call found all members present.

Minutes of September 14th session approved as corrected.

Minutes of session of September 15th read and approved.

Moved by McLaughlin and seconded by King that communication from No. 5 relative to Stewart Hemphill (tabled).

Grand Treasurer Sullivan's report read.

Moved by McLaughlin and seconded by Godshall that the report be received and placed on file. Carried.

Stewart Hemphill's case again taken up and debated upon at some length.

Moved by Godshall and seconded by Scott that the Hemphill case be referred to a sub-committee. Carried. Godshall, O'Connor and King.

Adjourned for luncheon.

AFTERNOON SESSION.

Session called to order at 1.10 p. m. All members present.

Appeal of No. 6 in death claim of Walter Shedd.

Moved by Graham and seconded by Mc-

Laughlin that we reaffirm our former decision. Carried.

Moved by Godshall and seconded by Fitzgerald that report of Grand President be received and filed. Carried.

Report of sub-committee on Stewart Hemphill's case read.

Moved by Graham and seconded by Godshall that the report of the sub-committee be received.

Roll call. Vote:

King, nay.

Fitzgerald, nay.

O'Connor, nay.

Godshall, yes.

Graham, yes.

McLaughlin, yes.

Scott, no.

Lost.

Moved by King and seconded by Scott that we take up the Hemphill case as a committee of the whole. Carried.

HEMPHILL CASE.

The Executive Board having gone into a committee of the whole. Brother King, chairman, Brother Godshall, secretary.

After argument by Brother Scott, moved and seconded we adjourn. Motion lost. Moved by McLaughlin and seconded by Godshall that we ratify the action taken by No. 5 in this case. Motion lost.

Moved by O'Connor and seconded by Scott that Stewart Hemphill be admitted to membership in the I. B. E. W. on payment of \$75.00 to Local Union No. 5, they (L. U. 5) to pay his back per capita to the General Office.

King, yes.

O'Connor, yes.

Fitzgerald, yes.

Graham, yes.

Scott, yes.

McLaughlin, no.

Godshall, no. Carried.

Moved by Scott and seconded by King that the Executive Board exonerate Local Union No. 103 from any blame in the Stewart Hemphill vs. No. 5 case. Carried.

Moved by Godshall and seconded by Scott we again go into executive session. Carried.

Moved by McLaughlin and seconded by Scott that the report of Grand Vice President Sullivan be received and placed on file for future reference. Carried.

Grand Secretary Collins' report received.

Adjourned to meet at 9 a. m. September 17th, 1907.

MORNING SESSION.

Springfield, Ill., Sept. 17th, 1907.

Roll call found all members present.

Moved by McLaughlin and seconded by Godshall that the Grand Secretary report be received and filed. Carried.

Moved by King and seconded by Scott that all reports of Grand Officers be included in minutes of Executive Board. Carried.

Moved by Godshall and seconded by King that the charges preferred by H. Wolf against Grand Vice President Sullivan be referred to the Grand President and the member of the Executive Board from the 7th District for investigation.

Amended by Fitzgerald and seconded by Graham that the matter be referred to the Grand President. Carried.

Letter from Grand Vice President Reid concerning loan for third district read.

Moved by Godshall and seconded by Fitzgerald that communication be received and filed. Carried.

Moved by McLaughlin and seconded by Fitzgerald that the members of Local Union in Anna, Herrin, Cape Girardeau, who have paid to Brother Meyers, P. D. C. No. 5 of the 2nd District, 30c per capita be reinstated at 30c per capita. Carried.

J. E. Gard of the Title Guaranty and Surety Co. appeared before the Board and submitted a proposition for a blanket bond for local union treasurers and financial secretaries. Referred to sub-committee on bonds.

Moved by Godshall and seconded by King that the Grand President be instructed to call on the Contractors Association of Greater New York relative to the Lord Electric Co., of New York, advertising for non union men in Boston daily papers, inasmuch as the Lord Electrical Co. are parties to an international agreement made and entered into between the New York Electrical Contractors Association and the Grand President and Executive Board of the I. B. E. W. Carried.

Communication from Monroe and Monroe, of Springfield, Ill., relative to attorney for the I. B. E. W.

Moved by Scott and seconded by Fitzgerald that communication be referred to the Grand President. Carried.

Moved by Scott and seconded by King that the resolutions of the International Typographical Union in convention assembled relative to the conditions in Los Angeles be endorsed and our delegates to the A. F. of L. be instructed to support same. Carried.

Adjourned for luncheon.

AFTERNOON SESSION.

Called to order at 1.15.

Moved by Fitzgerald and seconded by Scott that we proceed with the amendments to the Constitution. Carried.

Moved by King and seconded by Scott that the amendment to Art. 3, Sec. 2 be submitted for referendum. Carried.

Moved by McLaughlin and seconded by Graham that amendment to Art. 5, Sec. 1, be submitted for referendum. Lost. (Godshall and Scott dissenting.)

Moved by King and seconded by Godshall that amendment to Art. 5, Sec. 3, be submitted for referendum. Carried. (Fitzgerald dissenting.)

Moved by McLaughlin and seconded by King that amendment to Art. 5, Sec. 4, be submitted for referendum. Carried. (Fitzgerald dissenting.)

Moved by McLaughlin and seconded by Scott that amendment to Art. 5, Sec. 5, be submitted for referendum. Carried. (Fitzgerald dissenting.)

Moved by King and seconded by Graham that amendment submitted by the Grand President on Art. 5, Sec. 6, be submitted for referendum. Carried. (Fitzgerald dissenting.)

Moved by Godshall and seconded by Scott that amendment to Art. 5, Sec. 9, be submitted for referendum. Carried.

Moved by Scott and seconded by Godshall that amendment to Art. 6, Sec. 1, be submitted for referendum. Carried. (Graham dissenting.)

Moved by Scott and seconded by Fitzgerald that new section to be known as Art. VIII, Sec. 6, be submitted for referendum. Carried.

Moved by King and seconded by Fitzgerald that amendment to Art. X, Sec. 1, be submitted for information. Carried.

Moved by McLaughlin and seconded by Godshall that amendment to Art. XI, Sec. 1, be submitted for referendum. Carried.

Moved by Godshall and seconded by McLaughlin that the amendment recommended by the Grand President to Art. XI, Sec. 2, be submitted for referendum. Carried.

Moved by Scott and seconded by Godshall that amendment of a new section to be known as Art. XI, Sec. 5, be submitted for referendum. Carried.

Moved by McLaughlin and seconded by Scott that amendment to Art. XII, Sec. 1, submitted by the Grand President be submitted for referendum. Carried.

Moved by King and seconded by Godshall that both amendments to Art. XIV, Sec. 5, be amalgamated and submitted for referendum. Carried.

Moved by Scott and seconded by King that we adjourn to meet at 8 p. m. Lost.

Moved by King seconded by Graham that we adjourn to meet at 9 a. m. Wednesday. Carried.

MORNING SESSION.

Springfield, Ill., Sept. 18th, 1907.

Roll call found all members present.

Minutes of previous session approved as corrected.

Moved by Godshall and seconded by Scott that another addition be incorporated in Art. XIV, Sec. 5, and submitted to referendum. Carried.

Moved by Godshall and seconded by King that we reconsider former action taken on Art. XIV, Sec. 5. Carried. (Fitzgerald dissenting.)

Moved by Scott and seconded by Godshall that substitute amendment to Art. XIV, Sec. 5, be submitted for referendum. Carried. (Graham and Fitzgerald dissenting.)

Moved by Scott and seconded by Graham that substitute for Art. XV, Sec. 3, be submitted for referendum. Carried.

Moved by Godshall and seconded by Fitzgerald that substitute amendment to Art. XV, Sec. 4, be submitted for referendum. Carried.

Moved by Godshall and seconded by Graham that new section to Art. XV, to be known as Sec. 5, be submitted for referendum. Carried. (Fitzgerald dissenting.)

Moved by O'Connor and seconded by Scott that amendment to Art. XVI, Sec. 5, be submitted to referendum. Carried.

Moved by King and seconded by Scott that amendment to Art. XVIII, Sec. 4, be submitted for referendum. Carried.

Moved by Godshall and seconded by King that amendment to Art. XVIII, Sec. 8, be submitted for referendum. Carried. (Graham and Fitzgerald dissenting.)

Moved by King and seconded by Godshall that a new section to Art. XIX, to be known as Sec. 4, be submitted for referendum. Carried. (Fitzgerald and Graham dissenting.)

Adjourned at 12 m. for luncheon.

AFTERNOON SESSION.

Called to order at 1.10 p. m.

Brother Scott gave a practical illustration of the working of Toronto ballot.

Moved by Scott and seconded by King that amendment to Art. XVI, Sec. 3, be submitted for referendum. Carried.

Moved by McLaughlin and seconded by King that amendment to Art. XXIV, Sec. 2, be submitted for referendum. Carried. (Fitzgerald and Graham dissenting.)

Moved by Fitzgerald and seconded by Scott that amendment to insert new section to be known as Art. XXIV, Sec. 10, and present Sec. 10 to be changed to Sec. 11, be submitted for referendum. Carried.

Moved by Godshall and seconded by King that amendment to Art. XXIV, Sec. 1, be submitted to referendum. Carried. (Fitzgerald dissenting.)

Moved by Graham and seconded by Scott that amended change in Art. XXVI, Sec. 4, to Art. XXVI, Sec. 6, and that new section be inserted for Art. XXVI, Sec. 4, be submitted for referendum. Carried.

Moved by Godshall and seconded by King that new Sec. 5 to Art. XXVI be submitted for referendum. Carried.

Moved by Godshall and seconded by Graham that new section to Art. XXVI, to be known as Sec. 21, be submitted for referendum. Carried. (King dissenting.)

Moved by McLaughlin and seconded by King that communication from Pacific District Council No. 5, Second District, be received and filed.

Moved by Scott and seconded by Godshall that amendment to make a new section to Art. XXI to be known as Sec. 7, to be submitted for referendum. Carried.

Moved by Graham and seconded by Fitzgerald amendment to Art. III, Sec. 4, be submitted for referendum. Carried.

Moved by Graham and seconded by Godshall that amendment to Art. XXII, Sec. 3, be submitted for referendum. Carried.

Moved by Fitzgerald and seconded by Godshall that amendment to Art. XXI, Sec. 1, be submitted for referendum. Carried.

Communication from C. R. Wiley read and moved by Godshall and seconded by Scott that the communication be referred to the Grand Secretary to use his discretion. Carried.

Communication from Grand Treasurer asking increase of salary, read.

Moved by Graham and seconded by Fitzgerald that the request of the Grand Treasurer be granted. Lost. (Fitzgerald and Graham voting in affirmation.)

Adjourned to meet at 8 p. m.

EVENING SESSION.

Evening session called at 8 p. m. All members present.

Moved by Scott and seconded by Graham that amendment to jurisdiction be submitted for referendum. Carried.

Moved by Scott and seconded by Godshall that amendment to Sec. 5 of Art. V, and an addition to Art. V by new section to be known as Sec. 16 of Art. V, be submitted for referendum.

Moved by Graham and seconded by Fitzgerald that both amendments be tabled. Carried. (Godshall and King dissenting.)

Communication from Grand President relative to ruling for Local 151 read.

Moved by King and seconded by McLaughlin that communication be received and filed. Carried.

Request of Local 290 to change their charter. Moved by King and seconded by Fitzgerald that request be referred to the Grand President. Carried.

Communication from C. T. U. of A. Moved by Fitzgerald and seconded by Scott that \$500 be donated to the C. T. U. of A.

Moved by Godshall and seconded by King that the matter be tabled. Carried. (Fitzgerald and Scott dissenting.)

Moved by Godshall and seconded by King that communication from Pacific District Council No. 5, Second District, be referred to the Grand Secretary with instructions to notify Pacific District Council No. 5 of action taken. Carried.

Communication from W. E. Kennedy relative to an insurance proposition read and debated upon.

Moved by O'Connor and seconded by Scott that the matter be referred to Grand President and Grand Secretary for investigation and report. Carried.

Moved by Godshall and seconded by Graham that auditing company to secure one original and one duplicate report of auditors. Carried.

Communication from C. G. Creag relative to souvenir program of the next I. B. E. W. convention read.

Moved by McLaughlin and seconded by Graham that the matter be tabled indefinitely. Carried.

Request of Grand Secretary as to disposition of account of Ex-Grand Treasurer Sheehan amounting to shortage of \$850.16.

Moved by King and seconded by Scott that shortage be charged against General Fund. Carried.

Petition of Pacific District Council No. 7 and Local Union No. 14 read.

Moved by McLaughlin and seconded by Godshall that same be referred to the Grand President. Carried.

Moved by King and seconded by Godshall that a donation of \$125 be given Local Union No. 99 to be used for defense purposes only. Carried. (Scott and Fitzgerald dissenting.)

Appeal of District Council No. 3 of Second District for donation for organizing purposes only.

Moved by Godshall and seconded by McLaughlin that \$1000 be donated to District Council No. 3 of Second District for organizing purposes only. Carried. (O'Connor, Fitzgerald and Scott dissenting.)

Adjourned at 11.20 p. m. to meet at 9 a. m. Thursday. Carried.

ELEVENTH DAY.

Springfield, Ill., Sept. 19th, 1907.

Morning session.

Roll call found all members present.

Minutes of previous session read and after correction approved.

Moved by Scott and seconded by King that a committee visit the office of the Illinois State Register and Illinois State Journal to secure retraction of statement published in current issue of said papers relative to our Grand Treasurer. Carried.

Scott, Fitzgerald and O'Connor appointed.

Moved by Scott and seconded by Gra-

ham that the Grand Secretary be instructed to immediately communicate with the Bonding Company and secure the acceptance and renewal of the bonds of Grand Vice President Sullivan as per receipt for premium now in hands of Grand Secretary. Carried.

Adjourned for luncheon.

AFTERNOON SESSION.

Afternoon session called to order at 1.30 p. m. after the Executive Board had returned from the photographers.

Moved by Godshall and seconded by Graham that amendment to Art. XVIII, Sec. 8, be submitted for referendum. Carried.

Moved by Fitzgerald and seconded by Scott that amendment to Art. XXVI, Sec. 2, be submitted for referendum. Lost. (Fitzgerald, Scott and Graham voting in the affirmative.)

Moved by Godshall and seconded by Graham that amendment to Art. XIV, Sec. 5, be submitted for referendum. Carried on roll call. Fitzgerald, aye; O'Connor, aye; Godshall, aye; Graham, aye; McLaughlin, nay; Scott, nay; King, nay.

Moved by Scott and seconded by King that we reconsider our action in regard to Section 5 of Article XIV. Lost. Scott, King, McLaughlin voting in the affirmative.

Moved by Godshall and seconded by Graham that the Executive Board secretary be instructed to have stenographer re-write Art. XIV, Sec. 5. Carried. (Scott and King dissenting.)

Moved by Graham and seconded by Scott that the Grand President be instructed to make application for affiliation with the S. B. T. A. and that application be accompanied by our jurisdiction claims; if said jurisdiction claims are not granted by the S. B. T. A. our application to be withdrawn. Carried.

Moved by King and seconded by Scott that the Grand Secretary be instructed to have 100 copies of Ritual and 1000 copies of the Constitution as may be amended by referendum printed in the French language for use in the Canadian provinces. Carried.

Moved by Scott and seconded by Graham that we adjourn to meet at 8 p. m. Carried.

NIGHT SESSION.

Called to order at 8 p. m. All members present.

After discussion it was decided to edit minutes of Executive Board meeting, which was done as far as possible at this time.

Adjourned at 10.30 p. m. to meet at 9 a. m.

TWELFTH DAY.

Springfield, Ill., Sept. 20th, 1907.

Session called to order at 9 a. m. Roll call found all members present. Minutes of previous session approved as read.

Moved by Godshall and seconded by King that amendment to Art. XXI, Sec. 6, be submitted for referendum. Carried.

Moved by McLaughlin and seconded by King that the entire matter of Local Union 151 be turned over to the Grand President. Carried.

Moved by Scott and seconded by McLaughlin that the Executive Board accept the proposition of the Title Guaranty and Surety Co., of Scranton, Pa., as submitted by J. E. Gard. Carried.

Adjourned for luncheon.

AFTERNOON SESSION.

Moved by McLaughlin and seconded by Graham that the Board instruct the Grand Secretary to install a telephone in his residence to be paid for from the General Fund of the I. B. E. W. Carried.

Moved by King and seconded by Scott that we adjourn to meet at 8 p. m.

EVENING SESSION.

Evening session called to order at 8 p. m. All members present.

Moved by King and seconded by Scott that the report of the Certified Audit Company on the books of the General Office be accepted and their bill paid. Carried.

Moved by Graham and seconded by McLaughlin that the original report of the Certified Audit Company be placed in the safety deposit box of the Executive Board and that the certified copy of auditors' report be given to the Grand Secretary with instructions to have same printed in pamphlet form and sent to every local union. Carried.

Moved by Fitzgerald and seconded by Scott that the Grand Secretary be instructed to enter into contract with the Certified Audit Company as per their proposition for the term of one year with the privilege of extending the contract. Carried.

Moved by Godshall and seconded by King that a rising vote of thanks be tendered the Chairman and Secretary of the Executive Board for faithful performance of their duties while in session. Moved by Godshall and seconded by Scott that a hearty vote of thanks be tendered the Grand President, Grand Secretary and Grand Treasurer and office force for their assistance rendered the Executive Board during their deliberations. Carried.

Moved by King and seconded by O'Connor that we adjourn *sine die*. Carried.

MEN SHOULD REASON TOGETHER.

Recent newspapers tell of a breakfast given at the Savoy Hotel, Denver, by the ladies of the Why Club, with John Mitchell as the guest of honor. They were anxious to pay their respects to the labor leader who has done so much to improve the conditions of the miners throughout the country and whose methods have wrought for industrial tranquility. Mr. Mitchell who was received with a rising toast, spoke briefly and modestly of his share in the industrial movement, but deprecated the idea of being a "conservative labor leader," as indicated by the introductory speech of the fair president.

Mr. Mitchell is too candid a man to sail under false colors anywhere, and so he explained his position tersely. "I believe," he said, "as does every one, that there is a conflict between the laboring people and the employing class. But I do not believe that this conflict is irreconcilable. I find as a result of my experience, that workmen and employers can and do adjust their differences without resort to strikes or lockouts."

In conclusion Mr. Mitchell laid down this broad general principle: "I think that everyone who loves our country should feel some interest in this great, complex problem and that each person can contribute to some degree toward its solution. I think if we all tried to place ourselves in the other person's place, if we tried to view a problem with the other man's eyes, it might prove very helpful in arriving at the truth. I believe in the biblical injunction. 'Come, let us reason together.' This policy is the one thing above all others that has made the organization of which I am president more than successful."

The essence of the entire industrial problem is comprehended in this paragraph. It is but another form of presenting what President Roosevelt meant by advocating the "square deal." In the great field of labor as well as in many other directions, much of the friction which mars peace and hinders progress could be avoided if men would only accept John Mitchell's view and reason together.—Truth.

EDITORIAL.

PETER W. COLLINS.

OUR PROGRESS.

It is indeed a source of great satisfaction to note the splendid progress our organization has made during the past two years. In fact, it can be said without exaggeration that no other labor organization has surpassed us in results. During the two years beginning August 1, 1905 to July 31, 1907, the new members added to the rolls were about 35,000. The financial condition of the Brotherhood (as per the Audit Company's reports of 1907) being in splendid shape, showing great gains. The monthly receipts during the two years showing an increase of over \$75,000, and our resources nearing the century mark.

The biennial report of the Grand Secretary will be issued shortly and each member will receive a copy.

The success which the International Brotherhood has had was the result of the individual interest of each member of the Brotherhood. Continue to display *your* interest and the next two years will place the International Brotherhood of Electrical Workers in the very front ranks of the labor movement in membership, in resources, and in results.

PROPOSED AMENDMENTS.

The Executive Board in meeting at the G. O., September 9th to 19th, decided to submit for referendum 36 amendments to the present Constitution of the I. B. E. W.

Owing to the number submitted and the many articles effected it is absolutely necessary to intelligent action that each section be carefully considered. The referendum ballot itself states clearly the proposed amendments giving article and section and leaving space for designating ballot:

FOR AMENDMENT		
AGAINST AMENDMENT		

Each of the thirty-six amendments are so designated and each amendment is designated separately.

Every member in good standing is entitled to vote *and should take interest enough to vote.*

It is necessary that the requirements of the Constitution be fully carried out in the taking, the registering, etc., of the referendum ballot. That such ballot may not be void on account of negligence, officers and members must strictly comply with the following:

Officers for conducting the vote by ballot on any question submitted to the referendum by the G. S. shall be the same as provided for in Article 18, Section 7.

The officers conducting a ballot on the referendum shall place the sample ballot in a conspicuous place in the hall or room where both are cast, so that members may consult the same in determining which way to vote. A member desiring to vote shall present his due book, and if given a ballot, his name, number of due book or card, and number of ballot shall be registered. He shall then retire to the election booth and there in secrecy prepare his ballot. He shall then fold it and present it to the tellers; without opening the ballot, the tellers shall tear off the numbered stub, depositing the ballot in one box, the numbered stub in another, and stamp the member's due book or card as having voted. The polls shall not be open for more than two regular meetings, and where a L. U. meets only once a month, one regular meeting.

The G. S. shall furnish to L. U.'s three blanks for returns on a referendum vote. One of these shall be sent to the G. S. by the L. U. with the result of the vote recorded thereon, signed by the tellers and judge, together with the registry list of all ballots cast, in one envelope by registered mail, within the time provided for in Article 34, at the same time the votes, record of result and registry list are sent, all stubs cancelled and mutilated ballots shall be forwarded to the G. S. by the same method, but under separate cover.

One copy of the returns shall be sent to the G. P., and one copy placed on file in the L. U.

The G. S. will publish, as provided in Section 3, Article 34.

A SEVERE INDICTMENT. One of the severest indictments ever made against a corporation is that of the Royal Commission which lately investigated the Bell Telephone Company of Canada, and its relations to its operators at Toronto. It was shown that the company not only overworked their operators but refused to pay them a living wage.

The commission reports:

HEALTH OF OPERATORS NOT A MAIN CONSIDERATION.

Had the company made the health of its operators a matter of first concern, it is difficult to see how it could have permitted operating being carried on at such a high rate of speed for so long a time after its ill-effects upon the health of the employees had become known, or how the company could have permitted its operators under any circumstances to work a certain number of days each month for a period of 10 hours, being two consecutive stretches of five hours each, as was the common practice under the five-hour system, when it had become apparent to the management that five hours' consecutive work at the high rate of speed which characterized the operations of the Toronto exchange was inimical or injurious to the health of its employees.

In the letters referred to, of the local manager, recommending the changes as well as in other correspondence, and reports, one looks in vain for any reference which would indicate that the health or well-being of the operators was

a matter of any consideration save where it was forced, so to speak, upon the company in its consideration of the three commercial tests above set forth, namely, cost, service, and ability to secure operators. Where mention, for example, was made of relief in the above-mentioned letter, in connection with its advocacy of two continuous stretches of four hours each per day, it was worded so hypothetically, and made to apply in cases only of such extreme necessity, that its insertion for commercial rather than humane reasons is but too apparent. "We *may* give a twenty-minute relief morning and afternoon, *in the discretion* of the chiefs, to operators handling *very busy positions*, especially on *busy days*." If anything further were needed to explain the motive it would be found in the words which immediately precede and follow, "With the exception of the Main there will be little difficulty" * * * * "this *may not be necessary* but *can be used to tide over*." It was a question not of the health of the operators, but as Mr. Dunstan very tersely expressed it "a choice of evils," for commercial reasons.

In view of these facts, and taking into consideration the circumstances existing at the time, the fact that the change was not delayed the other exchange had been completed, and what transpired at the conference in Montreal, we are forced to believe that it was for commercial and business reasons rather than because of any humanitarian considerations that the company decided to substitute for the five-hour schedule the schedule which it attempted to enforce on February 1. We are the more confirmed in this belief, inasmuch as the management does not appear to have considered any alternative other than the one of an eight as against a five-hour schedule. Had the lessening of the pressure under the 5-hour system been the main consideration, as was urged, this might have been effected if humanitarian considerations had been uppermost, by an increase in the number of operators and the lessening of the load which each operator was obliged to carry. Moreover, there were as alternatives all the possible arrangements both in the matter of time and reliefs which might have been made through an adjustment on any basis less onerous than that of the eight-hour system as proposed.

That commercial reasons rather than any consideration for the health and welfare of the operators were the motives which prompted the change was no less apparent from the testimony given before the commission than it was from the written records of the company, which were filed as exhibits. In his evidence in regard to the wages paid, and the inability of the company to secure operators as a consequence, Mr. Dunstan was very clear in the replies given to questions put by the commission:

Q. As I understood it, in discussing this matter of wages, what you said was equivalent to stating that during the past three years the Bell Telephone Company has not been paying wages sufficient to enable these operators to pay the cost of their living?

A. I think you are right, with this qualification, I am not sure that that goes back three years. * * * * To the girl who lives at home the salary which we have been paying was perhaps sufficient, that depended on what she did with her money. To a girl who can make some money in some other occupation, and I have heard of such occasions, it would be perhaps a very good thing. To the girl working a good deal of overtime it was all right, but the overtime

was most objectionable from the standpoint of her health, but to the girl who had to make her own way in the world, to pay her own expenses, and who wished to live on a certain scale, then it was insufficient and did not attract, and those people did not come into the service except perhaps in very limited quantities.

Q. Then the woman who is depending for her livelihood on what she could earn in the employment of the Bell Telephone Company could not make a sufficient amount to really properly pay her living expenses in the city of Toronto?

A. Not of the class that we wanted. Of course you understand you can get down down, but I say of the class we wanted and of the age that we wanted, the low salary was insufficient and the short hours did not appeal because it did not enable her to live.

Q. Did you have in your employment any number of girls depending entirely on what they are getting from the Bell Telephone Company?

A. Undoubtedly.

Q. Would that be a large number?

A. It would be a very large percentage; not the largest percentage, but a very substantial percentage which is dependent.

Q. Would that be 50 per cent?

A. I wouldn't like to say; if I were to make an estimate I would be more inclined to put it perhaps at 30 to 40 per cent.

Q. That 30 to 40 per cent were not receiving a sufficient amount?

A. Unless they were members of the old staff, in which case they would be getting the old salaries because they were never reduced, or unless they were filling a superior position I was speaking of before, but as I said before that class turned away and would not enter the service, and yet that is the very class we want in the service because experience shows that they make the best operators.

Q. Any self-respecting woman wanting employment would naturally turn away from employment that would not give her a livelihood?

A. Most decidedly, unless we could promise her sufficient overtime to enable her to make it in that way, and when she was told we could not do that, and wouldn't do it, then of course there was no alternative but to go away.

NATURE AND EXTENT OF WAGES CHANGE UNDER NEW SCHEDULE.

Notwithstanding the low rates of wages paid to operators prior to the change, the operators without exception stated it was the question of hours, and not of wages which occasioned hostility to the new schedule, and was responsible for the strike. Both the management and the operators admitted that under the old scale it would have been impossible for a self-supporting woman to maintain herself, the cost of living being what it was in Toronto. In view of this, the *bona fides* of the operators in making a protest against any change which meant increased remuneration can hardly be questioned. What the change really amounted to a brief explanation will show.

The following is from the Commission:

The work of telephone operating does not appear to be of a kind to fit a woman for any other occupation or calling; additional significance is therefore to be given to the fact that the average time spent by operators in the service is from two to three years, and that the period of service is usually given at the

time when a young woman is best able to learn with advantage the trade or calling which is to put her in the way of acquiring a livelihood.

Secondly, the work of telephone operating under any conditions involves a considerable strain upon the nervous system. Some of the doctors maintained that it was not a fit work for any women even where carried on at a moderate rate. The faculties are kept constantly on the alert, there is a high tension on the special senses, and a certain amount of mental worry. The strain is in proportion to the nervous force exhausted, and the exhaustion of nervous energy is a matter only of degree depending upon the duration and intensity of employment. Telephone operating in this particular differs from most other occupations in which female labor is employed, and where the strain is mainly physical. Comparisons, therefore, with other occupations are apt to be misleading. It is only necessary to mention some of the elements which contribute to the nervous strain of operating to see this, and to see why this particular class of work is deserving of special consideration.

The special senses of sight, hearing and speech are called into operation not only continuously but constantly in a concerted manner; when not actually employed they are not resting because necessarily on the alert. The physical strain, save for the obligation of sitting continuously in one position over a considerable period of time, and the reaching and stretching entailed where switchboards are large in size, or operators expected to assist with the work on boards adjoining their own is not considerable, and, to a degree, helps to offset the effect of the nervous strain; on the other hand where there is not a proper regard for these matters the strain may be increased rather than diminished. The liability to injury from shocks, the harsh words and abuse of subscribers, the irritation caused by the intermittent glowing of lights reflecting the impatience of subscribers, the occasional buzzing and snapping of instruments in the ear, the sense of crowding where work accumulates and the inevitable anxiety occasioned by seeking to make the necessary connections whenever a rush takes place, all combine to accentuate the strain upon an operator, and they are all factors more or less absent from other callings in which women are engaged.

Thirdly, the manner in which operating is carried on at the large exchanges adds to the strain which under almost any conditions, is considerable. Cost, service and ability to secure operators, are, we believe, the main, they might, we think, be almost described as the sole determining factors in this connection. The last-mentioned—the ability to secure operators—is, we believe, chiefly a matter of wages, for few women know till they have been some time in the service, the full nature of the strain it involves. Hours are, of course, a factor also, but they operate in relation to wages, in determining the available supply, and only secondarily as a consideration in employment. The question of wages being left to the market, cost and service dictate the conditions under which operators are obliged to work, and this leads to the adoption of methods whereby a maximum of work may be had at a minimum of cost. In this connection enter all those elements which relate to switchboard economy and which affect the duration and intensity of employment, such as double work, overtime, services not paid for, team work, overloading, high pressure, and the like, which have been described in

some detail in the body of this report; they are all, it is true, subject to regulation within certain bounds, but there is hardly a point at which the health and well-being of the operators does not come in this connection into direct conflict with the motive of gain which is more or less a part of every business enterprise.

From the testimony given it would appear that from the manner in which the Bell Telephone Company carried on operations during the past three years at the main exchange in Toronto, where this conflict between so-called business and health became apparent, in many cases, not only was the *question of health a matter of small consideration*, but the management *knowingly permitted* the work to be continued under conditions and in a manner absolutely detrimental to the health of its operators. We believe that where it is a question between the money-making devices of a large corporation and the health of young girls and women, business cupidity should be compelled to make way. The evidence given before us, and the facts of experience, as cited, go to prove that this is a matter which cannot with safety be entrusted to the parties concerned, but is one which in the interest of the protection of the health and well-being of persons engaged in this form of industrial pursuit calls for legislative interference on the part of the State.

Because, perhaps, of the comparatively recent introduction of industrial processes such as that of telephone operating, where the motive power is electrical, and where the whole trend of invention has been of a nature to intensify the strain by heightening the possible speed at which operations may be carried on, but little attention has thus far been paid to the possible inimical effects upon the constitutions of women engaged in such callings or the possible deleterious effects upon their offspring. The problem from this point of view is medical rather than economic, and a full determination of the effect of this class of employment upon the health of those engaged in it can, therefore, be had only as the result of expert medical investigation.

Because of the fact that the number of young women engaged in telephone operating is already large and is increasing from year to year, and because it is the nervous system of operators rather than the physical which requires special consideration, we believe that the interests involved are of so grave concern as to warrant a further inquiry by a commission of medical experts, who could examine more particularly into this side of the question, and that the state should be guided in matters of legislation by the findings of such a commission, and we would recommend that such a commission, and we would recommend that such a commission should be forthwith appointed.

While the general and larger question of the extent to which women should be permitted to engage in occupations of this kind should in our opinion be made the subject of a careful and complete inquiry by medical experts, we believe that the evidence which we have had to consider in connection with the present investigation points clearly to the necessity of immediately restricting in certain particulars the conditions under which this employment is to be carried on, and that it is quite sufficient to justify the recommendations which we feel called upon to make.

We agree entirely with the view expressed by the local manager that *it is the pace that kills*, and the working of women at high pressure at work of this kind should be made a crime at law as it is a crime against Nature herself.

Whatever the period of working hours may be, overtime, we believe, should be absolutely prohibited, as should also the practice of compelling operators to work a fraction of an hour either before or after the schedule time, with, or as has been customary at the Toronto exchange, without compensation.

In most occupations in which women are engaged, where payment is by the week or month, as is the case with many factory employees, shop girls and stenographers, there is no Sunday labor. It is, moreover, a common practice in these occupations for a portion of a day, in one day of the week to be granted as a half-holiday. Where the remuneration is fixed at so much per week or month, this time, which the employee has for herself, is usually taken for granted. In the case of the telephone operators at Toronto a half-holiday on one of the working days of the week does not seem to have been the regular practice, and Sunday labor appears to have been engaged in on a certain number of Sundays in the year by operators who received an additional allowance for this work. We believe that work on seven days in the week should be prohibited, and that in no case should an operator be permitted, after having worked six days, to enter upon a subsequent day's work until after a break of at least twenty-four hours. We believe, moreover, that the weekly half-holiday in addition, is, in every way, as necessary and desirable in this occupation as in any of the occupations in which it is to be found at the present time.

During the taking of evidence it was stated that there was in connection with the main exchange a listening or observation board or desk where the operator could cut in on any line in the telephone office, and listen to the conversation taking place on such line. This listener was used as a part of the telephone system for the sole purpose, it was alleged, of benefiting and perfecting the service, to ascertain whether the telephone obtained for purely private house purpose was, as a matter of fact, being used for business purposes; also to ascertain the causes of any defects in the service in order that such might be remedied, the manner in which the operator answers, wrong numbers, bell clicking, persons rung up when not wanted, slow answering, slow disconnections, line out of order and all matters relating to service. Mr. Dunstan claimed that this board was never used for improper purposes. It was, however, used in such a manner that the persons holding conversations were not aware that they were being listened to, and their conversations at times taken down and recorded.

Now that the fact that leakages of information obtained by means of the listener have been admitted, we would recommend that the criminal laws applicable to news improperly obtained or divulged by telegraph operators or officials be amended so as to apply to telephone companies.

The evidence and our findings refer principally to the Toronto Main Exchange, the work of which is much heavier than that of the branch exchanges and, in our opinion, heavier than that of exchanges in other cities in Canada.

W. L. MACKENZIE KING,

JOHN WINCHESTER,

Toronto, August 27, 1907.

Commissioners.

THE ELECTRICAL WORKER

It is evident from the above report that the Bell Company were willing to, and did sacrifice the health of their operators for increased profits. Surely the indictment was not too severe. We hope the day is not far distant when the Telephone will be as it should, a public utility owned by the government.

The Certified Audit Co., under the supervision of the Grand Executive Board have audited the books and accounts of the G. S. and G. T. for the past two years and found them correct. Their report will accompany the report of the Grand Secretary and each member of the Brotherhood will receive a copy.

Courage adds to the stability of character.

Ideas are valuable in so far as they are practical.

Quitters invariably get their just deserts—contempt.

Little minds feel their importance too often for their own benefit.

The man who believes the world is down on him is indeed unfortunate.

A good joke may often have a moral though it failed to bring a laugh.

The things that appear easiest of accomplishment are those that are done.

Don't be a good fellow unless you can stand the pace and bear the expense.

While it may be human to make mistakes it is also human to correct them.

The weaknesses of many of us, is commenting on the weaknesses of most of us.

Cheap politics in public and private life is the cause of cheap characters in both.

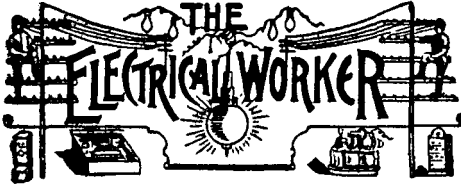
If we used better judgment and lots of it and less persuasion we might gain more than an *argument*.

Never sneer at honest effort though it may be mistaken effort, for it is only by trying to succeed success is accomplished.

WARMING THEM UP.

Bro. F. J. McNulty, of Springfield, International President of the Brotherhood of Electrical Workers, addressed a large and enthusiastic open meeting of the Building Trades Council last evening. Mr.

McNulty made a good, sensible speech, and if the men will be guided by his advice there can be but one result in the present struggle—victory.—Peoria Labor Gazette.



Official Journal of the
INTERNATIONAL

Brotherhood of Electrical Workers

Published Monthly.

PETER W. COLLINS, Editor.
Pierik Building, Springfield, Illinois.

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Pierik Building, Springfield, Illinois.
Grand Secretary—PETER W. COLLINS,
Pierik Building, Springfield, Illinois.
Grand Treasurer—F. J. SULLIVAN,
Pierik Building, Springfield, Illinois.

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Care Examiner, Los Angeles, Calif.

Subscription, \$1.00 per Year, in Advance.

As The Electrical Worker reaches the men who do the work and recommend or order the material, its value as an advertising medium can be readily appreciated.

SPRINGFIELD, ILL., OCTOBER, 1907.

Advertising rates may be secured by writing to the Editor.

This Journal will not be held responsible for views expressed by correspondents.

The First of each month is the closing date; all copy must be in our hands on or before.



Illinois State Journal Co., Springfield.

SPECIAL NOTICE.

To the Officers and Members of the I. B. E. W.:

Following instructions of Article 24, Section 1 of our constitution the E. B. has provided a blanket bond for all L. U. & D. C. Officers in the Title Guaranty and Surety Company of Scranton, Pa. The trustees of each and every Local Union and E. B.'s of each D. C. are hereby notified that they shall furnish the G. S. with a name and an address of all such officers, the amount of bonds required, etc.

All trustees shall report to G. S. as provided in Section 9, Article 28 of the Constitution.

All trustees shall report to G. S. as provided in Section 9, Article 28 of the Constitution.

The premium charged is forty cents (40c) per year or major fraction thereof, for each One Hundred Dollars (\$100.00) of said bond.

We wish to make clear the fact that it is the office that is bonded and not the officer so that no extra premium will be charged from one calendar year to another, if the present incumbents are not re-elected.

Special attention is called to the fact that the persons intrusted with the auditing of books and accounts must obey the mandates of the Constitution in order to have bonds effective.

We wish to call attention to the fact that on bonds of over One Thousand Dollars (\$1,000.00) the said Company reserve the right to demand personal application but on bonds of One Thousand Dollars (\$1,000.00) or under no notification other than that to the Grand Secretary is required. This new blanket bond to go into effect January 1, 1908.

Fraternally,
GRAND EXECUTIVE BOARD.

To the Officers and Members of the I. B. E. W.:

Greeting—Pursuant to Article 24 of the Constitution, your Executive Board held a meeting at the G. O., Springfield, Ill., Sept. 9 to 20, inclusive, at which meeting all books and accounts of the G. O. were audited as per Article 24, Section 1, and the result is embodied in the report of the auditors. A large number of appeals were taken up and disposed of and while our decisions may not meet with universal approval we feel that we have acted with malice toward none and charity for all.

Amendments submitted were both varied and numerous and after careful and due consideration we have approved of a number of important changes in our constitution as will be readily seen by a perusal of the same.

Of particular interest to the rank and file of our organization are those amend-

ments submitted relative to the grading of the death benefit. According to length of continuous membership which should be an incentive to all brothers to keep their dues paid promptly and the amendment submitted which provides by an increased per capita for the proper financing of the proposed increase in death benefits.

The full report of the meeting is published in this issue of the *WORKER* and we submit the same to every member and ask their careful consideration.

Signed,

J. J. O'CONNOR, President,
H. M. SCOTT, Secretary,
Grand Executive Board.

NOTICE.

When a member in arrears is reinstated the Financial Secretary must remit per capita to date on said member to the G. O., otherwise the remittance will be returned. It seems to be the practice of many Financial Secretaries to accept in part dues from members in arrears. This is unconstitutional. It is necessary for members in arrears to pay to date before they can be reinstated and per capita to date must be sent to the G. O.

All traveling brothers are requested to remain away from San Francisco until such time as notice is inserted in the *WORKER* that conditions are right.

F. CARMODY,
R. S. of L. U. No. 6.

Any one knowing the whereabouts of the relatives of Chas. Johnson (lineman), commonly known as "Swede" Johnson, an ex-member of No. 57, Salt Lake City, will please notify the undersigned, as said Johnson was electrocuted here September 27th, and we wish to notify his people. Johnson has a brother in business somewhere on the Pacific coast.

CHAS. FUNKHOUSER,
Fin. Sec'y No. 156,
Fort Worth, Texas.
Care Central Fire Hall.

To the brothers who have been contemplating coming to Denver: Well, the Home Telephone Company have no franchise, as it was decided by the Constitution as illegal.

I would like to hear from any of the following brothers: Barney Mack, Jake Mack, Leslie H. Preston, Morris Donoghue, (Old) Pop Birdsall, Peter Baumgardner, Dutch Ekert, Henry Halt, Little Frank Snyder, Eddie Boyle. Any one knowing of them, drop me a line.

MIKE BATTLES,
New Orleans, La.

If P. T. Bunting should see this notice, he will please write to the party below named, who wants some explanation of matters transacted by him in Douglas, Ariz.

If any of our members should meet him, tell him of this notice, and send me word where he is.

W. E. KENNEDY,
151 W. 21st St.,
Los Angeles, Calif.

If Bro. F. F. Lite or Bob. Meldrum, formerly of Local No. 151, San Francisco, see this notice, please write to

A. D. MCPHEE,
349 Tremont st.,
Boston, Mass.

If this should meet the eyes of H. G. Polon or any one knowing his present address, will please communicate with me at once.

E. B. FRANCIS,
536 6th Ave.,
Des Moines, Ia.

STRIKE NOTICE.

Members should stay away from Peoria until the trouble has been adjusted, when you shall be duly notified.

By order of the General Executive Board,

H. W. STEINBISS,
Gen. Sec'y-Treas.,
Int. Bldg. Trades Council.
210 Olive St., St. Louis, Mo.

INFORMATION.

Will any one knowing the whereabouts of Wm. Marshall of Local No. 14, Pittsburgh, Pa., kindly tell him to write to Bro. J. J. Atkins, No. 412 Adelaide st., Winnipeg, Man., Canada.

The whereabouts of Bro. C. N. Carson, Card No. 122,618, or any information as to where he was lately, would be appreciated by his mother.

MRS. EFFIE CARSON,
General Delivery,
Kansas City, Mo.

If Lee Spriggs, commonly known as "Slim" sees this write to W. N. Coney, Card No. 30142, he will probably save himself from unpleasant publicity.

Fraternally,
W. N. CONEY.

LOST.

Card No. 29,246, belonging to Bro. W. T. Moore, of L. U. No. 346, Ft. Smith, Ark.

DECEASED MEMBERS.

Resolutions of condolence have been adopted by the several Locals on the death of the following members:

E. S. McDermott, L. U. 57, Salt Lake City, Utah.

W. P. Stirling, L. U. 57, Salt Lake City, Utah.

Daniel F. Mountain, L. U. 99, Providence, R. I.

Dávid Ledley, L. U. 247, Schenectady, N. Y.

Eugene Pettit, L. U. 81, Scranton, Pa.
John E. Snead.

Thomas Murphy, L. U. 134, Chicago, Ill.
George C. Henry, L. U. 57, Salt Lake City, Utah.

William J. Patterson, L. U. 39, Cleveland, Ohio.

Fred C. Duval, L. U. 283, Oakland, Calif.

James Plowman, L. U. 213, VanCouver, B. C.

Patrick Fennell, L. U. 501, Yonkers, N. Y.

Percy Williams, L. U. 114, Toronto, Ont.
James H. Daley, Jr., L. U. 296, Poughkeepsie, N. Y.

INDUSTRIAL EDUCATION.

BY F. J. M'NULTY, IN NATIONAL INDUSTRIAL BULLETIN.

THE question of Industrial Education is, from a theoretical and practical standpoint worthy of the most careful consideration on account of the many aspects which it involves. In the first place I am decidedly in favor of Industrial Education. Industrial Education adds to the value of the wage worker, to industry and to the community in the general influence it exerts. I believe, however, in that form of Industrial Education which broadens, yet refines, the education of the workman, and not as applied directly to one who is not equipped in the skilled craft.

The form of Industrial Education which appears to me to be the best is that applied to the mechanic, and not to the novice. It seems absolutely necessary that a practical experience at the craft itself should be acquired, before an attempt at Industrial Education could be applied, and the aim of the Trade School should be to develop the mechanic, rather than to determine the trade to which the desire of the applicant for Industrial Education, might lead him. The value, of course, of the Trade Schools would be greatly enhanced in its absolute application to the Industrial situation, by giving to mechanics that development which strengthens industry, rather than to attempt, by preliminary theoretical education, to turn into the channels of trade, graduates not equipped with that thorough and practical experience which is absolutely essential to a mechanic.

As to whether or not Industrial Education should be given as a part of the Public School curriculum, or under public auspices, is a question open for the most thorough discussion. To me, it does not seem advisable to have Trade Schools a branch of the Public School system. It might, however, be advisable to inaugurate under public auspices, evening trade schools, to the advantage of the mechanic and the public in general. I

am firmly convinced, with reference to the class of students to which this Industrial Education should be restricted, that it is absolutely necessary to apply the principle of Industrial Education to those who are actually engaged in the industry.

To Trade Schools conducted by manufacturing establishments, I am firmly opposed, for the reason that such Trade Schools are neither theoretically or practically of value as disseminators of real Industrial Education, and are in most instances conducted for the purpose of profit alone to the establishments that conduct them. It is obvious that the character of the education received in such schools would be of such nature that the value of the student would be greatest to the establishment under whose auspices it was conducted, rather than to any influence on Industry. Trade Schools, as they exist today, cannot be considered in a true sense of the term, disseminators of Industrial Education, and are actually launching on Industry one of its most severe handicaps, for they place on the labor market a species of mechanic who injures Industry.

If Industrial Education is to be given generally, its system should be along such lines as are best adapted to assist not alone industry, but to give the necessary protection to the mechanics who depend on their craft for their livelihood. The economic question of supply and demand perhaps may be foreign to a discussion on this subject, but it seems to me most pertinent that each relative question pertaining to the subject itself, should be given due consideration, and that the various interests involved in the application of Industrial Education, should be considered. It would be of no value, but a severe detriment to Industry, if Industrial Education, or supposed trade schools, were to turn out that character of mechanic whose ability is not up to the standard.

SPLICING LEAD-COVERED TELEPHONE CABLES, PAPER INSULATION.

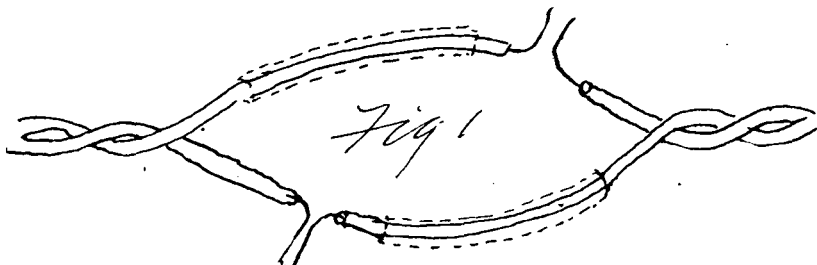
BY FRED DUBELL.

UNDERGROUND CABLES.

THE cables are usually left by the pulling-crew, with much reference to its final arrangement, and it is the jointers first duty to inspect the cable thoroughly from the edge of the duct, to the sealed end, in order to find any injury done to the cable while being pulled in. Where there are several cables to be jointed in the same man-hole, care must be taken that the proper in-coming and out-going ends are jointed together. Place the protectors in the mouths of the ducts, the cables should be neatly bent and stored around the man-hole and the ends brought in to position for the joint at the designated point, which should always be between two (2) hangers or whatever supports the cable, so that no strain will be on the joint when completed.

Heat should be applied to the out side of the cable to aid in the bending this heat is applied to the cable to warm the

Should bubbles still show in the cable and it is impossible to cut away any more of the cable end this moisture may be drove out by applying heat to the outside of the cable by either of the following methods: should there be no gas in the man-hole use the blow pot in the following way, start in at the "duct" and move the heat along the cable towards the open end very slow (being careful not to burn into the cable sheathing) in doing this the moisture is drove out through the open end. But should there be gas in the man-hole this moisture may be drove out by the use of paraffine, have at hand hot paraffine, and an extra pan place this extra pan under the cable and with the other pan dip hot paraffine on the cable starting at the duct and moving very slowly towards the open end, this pan is placed under the cable to catch the drippings of paraffine. But should the cable be covered with saturated fibre and the blow pot is used a steel screen is placed between the cable and the blaze



insulation as well as the lead sheath, so that when the cable is bent that the insulation will not break or crack.

This "heat" may be applied to the cable in several ways but the method in common use is by using a "blow pot" or by the use of "hot paraffine," the former method is used where there is no gas in the man-hole, while the latter is used where there is so much gas that it would be unsafe to use the blow pot. But in using the blow pot care must be taken not to burn holes in the sheath.

TESTING FOR MOISTURE.

After making a careful examination of the sealed end to see if any moisture could be admitted from the end, cut off the end with a hack-saw and dip the end into a pan of hot paraffine. Should there be any moisture in the end of the cable "bubbles" will show up, should bubbles appear from out of the paraffine cut a little more off the cable end and dip the end again into the "hot" paraffine.

so that the fibre don't catch afire.

Never cut both ends of the cables before being sure that there is no moisture in the other end, for it often happens that the splice must be moved on account of moisture.

THE LEAD SLEEVE.

Have at hand a lead sleeve of the size and length as per table and scrape the inside ends back about one and one-half inches at each end and the out side ends as well scraping them back about two inches, now smear these ends so cleaned with mutton tallow, as this mutton tallow is put on to stop the ends so cleaned from tarnishing by contact with the air and hands. Now slip the lead sleeve over one end of the cable ends being spliced and push it out of the way.

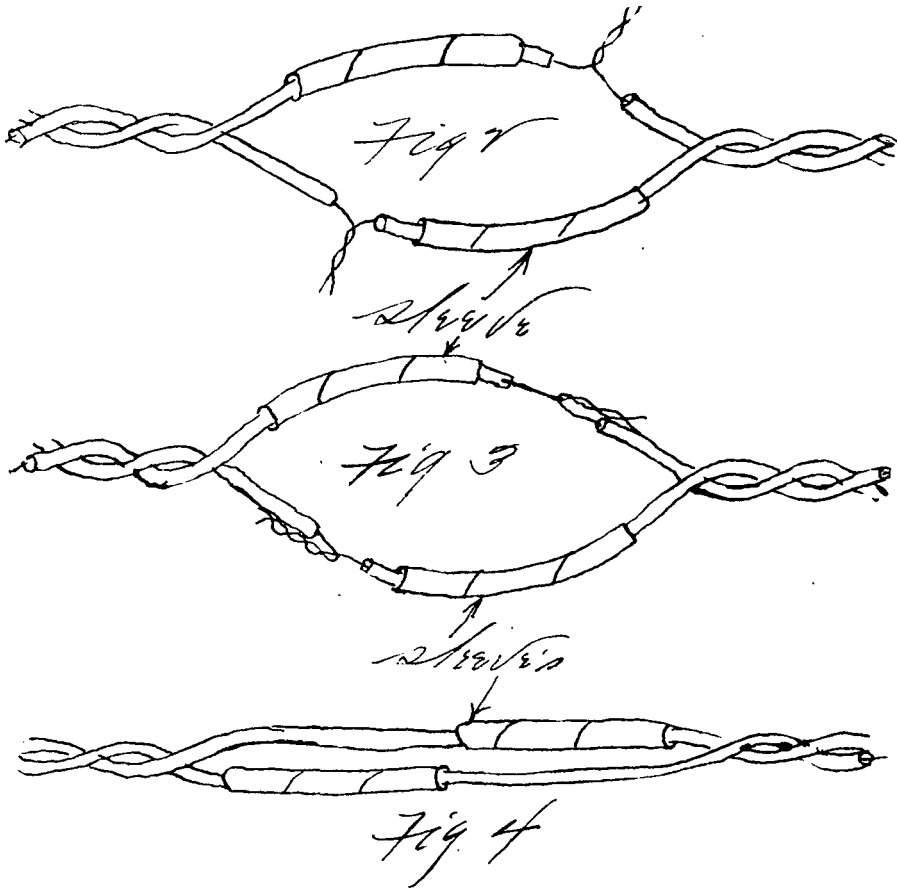
REMOVING THE LEAD SHEATHING.

Allow the cable ends to lap about 14 to 26 inches according to the size of the cable and score the lead sheathing at

this point, first making a circular score around the cable and two length wise cuts about three-fourths inch apart from this circular score to the end of the cable, care being taken not to cut into the insulation with any of these cuts, only at the open end of the cable where the lead sheath is cut into the insulation and with some sharp pointed tool or better said a screw driver push it under this narrow strip and pry up on it till a pair of pliers can be used, to take hold of this narrow strip, remove this narrow strip by raising up on the pliers till the circular

the cable, in pouring this paraffine on the cable ends do not pour any on the insulation up near where the wires emerge from the sheathing as it is best that the wires be bound very tightly with twine or cotton wicking, where they emerge from the lead sheathing, before any paraffine is poured on the cable at this point, this winding should extend well up to the sheathing so that no paraffine will run up into the cable core.

Next open up the cable by bending the wires back, layer by layer till the center pair is reached, (it being understood that



score is reached, then bend this strip back on the cable and give it a gentle blow with a hammer and bend it back to its former position and it will break off. Now with the hands pry the balance of the sheathing apart or open till it will clear all the conductors and bend it back and forth and it will break off.

SPlicing THE JOINTS.

Have at hand "HOT" paraffine and pour it over the conductors as soon as you remove the lead sheathing so as to stop the paper insulation from untwisting and to stop the moisture from going into

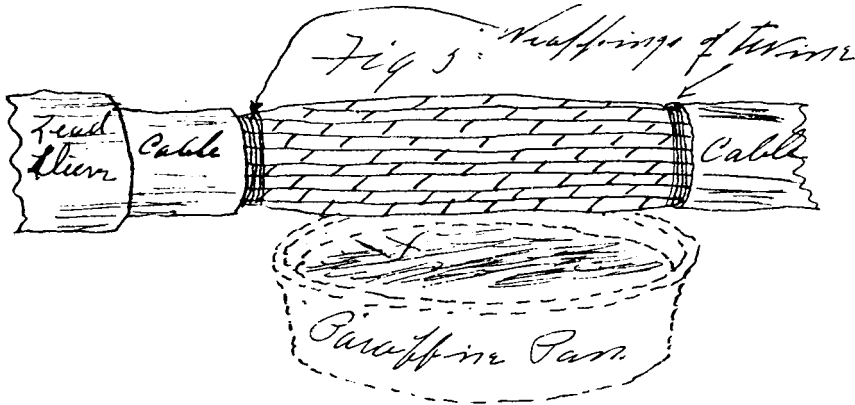
the same thing is being done to BOTH ends that are being spliced together), now choose the center pair from one end and its mate from the other end and remove the insulation from the ends and bring them together as shown in Fig. 1 and slip on the paper sleeve as shown by the dotted lines, and twist them together as shown in Fig. 2, then lay them back as shown in Fig. 3, draw the paper sleeve over the joint as shown in Fig. 4 and close them together as shown. When the joints are made in this manner their is no danger of the paper sleeve working

away from the joint as one sleeve will hold the other in position. Treat all the conductors in this same manner and break joints as much as possible being careful not to cross any pairs and splice red to red and blue to blue. The mate of a pair is any pair in that same layer. The object of breaking joints is that when all the joints have been made that the cable splice may be drawn up as small as possible.

from the joint will drip in the pan and in this way there is none lost or wasted.

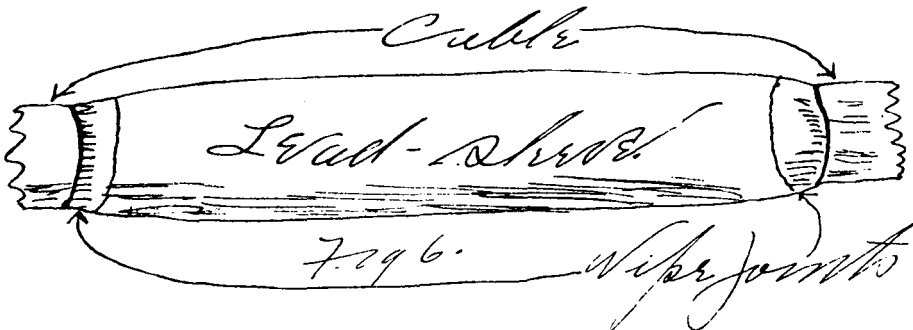
PLACING THE LEAD SLEEVE AND WIPING THE JOINT.

After the joint has been made as stated above, the lead sleeve is brought into position. for example, we have a 25 pair cable, this size of cable should have a sleeve of the following size; 28 inches long by 2 inches in diameter, by one-eighth



When all the joints have been made "bunch" all the joints together as shown in Fig. 5 and boil out with "hot" paraffine "hot" paraffine should be poured on the joint till all traces of moisture are gone, this being told by the following, when all the moisture is boiled out of the joint no "bubbles" appear on the cable joint after "hot" paraffine has been poured on the joint. Have at hand nar-

inch thick we should have lapped this size of cable 22 inches, that is to say that the circular score should have been made 22 inches from the end of the cable, and as our sleeve is 28 inches long it will be seen that the lead sleeve will overlap the lead sheathing by 3 inches at both ends then with a dresser fit the sleeve down on the cable, having first brightened the cable sheathing at the point where the



row strips of muslin of about one and one-half inches wide and wrap the joint with one layer of this muslin and boil this layer out with hot paraffine and put on four such layers and boil each layer as put on.

The dotted lines in Fig. 5 show a pan. This pan is filled about two-thirds of hot paraffine and placed under the joint in boiling the joint out and it is also useful in this way that all the drippings

sleeve will rest and smeared with mutton tallow so as to aid in the wiping of the joint, the wiped joint as shown in Fig. 6 is now put on, but this joint should never be put on by an inexperienced person as much does depend on this joint as it must be put on "hot" and carefully wiped with a smooth finish, air tight and moisture proof, when this joint has been put on properly bright spots will be seen in the wiped joint after it has cooled off.

a good wiping solder is made from 60 per. cent lead, and 40 per. cent tin, a small mirror will be found very useful in examining the lower side of wiped joints.

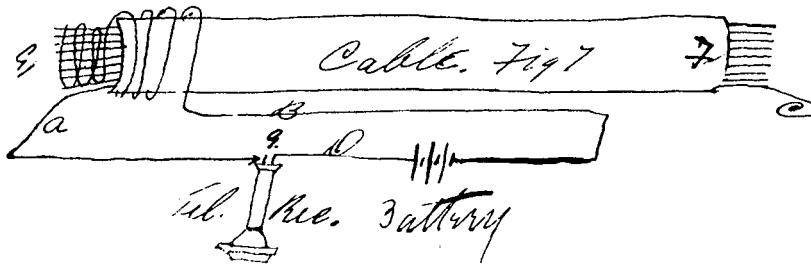
BONDING OF CABLES IN MAN-HOLE.

All cable sheaths in a man-hole should be bonded, the usual method of doing this bonding is to brighten the surface of the lead sheaths and to wrap a No. 10 B. S. copper wire around each sheath, and soldering the wire to the sheath this assures the fact that all of the cable this opening of the umbrella will lift out

to that from which the wind blows the wind on striking the screen is deflected downward this causing an (eddy) which removes the gas from the man-hole.

HEATING OF PARAFFINE.

The heating of paraffine deserves a few words, care must be taken not to send an overheated pan of paraffine into a man-hole before first having opened it on the ground for should too hot a paraffine be poured on a cable that has a large amount of moisture on it, it will fly all over the man-hole and may burn the

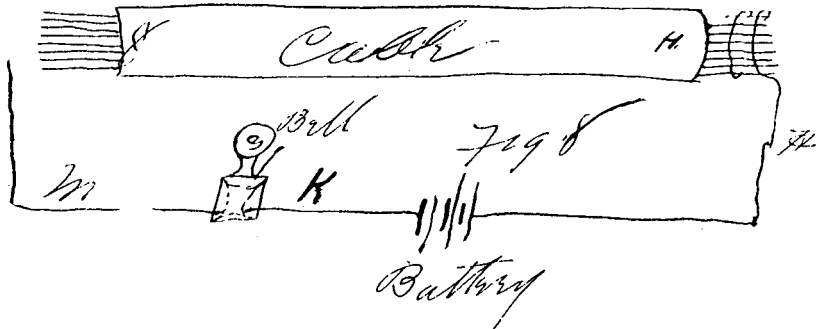


sheaths will be of an equal potential and whatever bonds are run for the protection of one sheath, will afford protection for all this other end of the bonding wire should be run to a permanent ground.

REMOVING GAS FROM THE MAN-HOLES.

The chief trouble of the splicer in underground system is the presence of gas in the man-holes due to the leakage

workmen, a good way to test the heat on paraffine is to roll a piece of newspaper and push it into the paraffine and if at the end of a moment that the paper chars the paraffine is at the proper heat, but should the paper char at once upon being put into the paraffine it is too hot and should be allowed to cool and tested from time to time for the proper heat. Their is also a danger of burning the cable



through the earth from the gas mains, and care should always be taken before striking a match or taking a torch into a man-hole to make sure that all the gas has been removed. There is several ways that this gas may be removed, one is to pump the gas out with an inverted umbrella made specially for the purpose. The umbrella is lowered into the man-hole, closed and suddenly withdrawn, the gas. While another way of removing this gas is to place a cloth screen above the man-hole and on the side opposite

should too hot of paraffine be poured on the cable. Heat to 212 degrees F.

TESTING OF CABLES.

Fig. 7 shows a method of testing with a telephone receiver (a) and (c) are both ends of the wire under test, (b) and (d), are wires connected to the battery, in arranging the cable ends for the test, at the (e) end of cable remove the insulation from all the wires. Wire (b) is wound the lead sheathing and the end is wound around the wires as shown, at

the (c) end of the cable the wires are carefully separated from one another and from the sheathing, after making the connections as shown in the Fig. 7 the test is made by making rapid taps with wire (a) on the cup (g) as shown by the arrow, the first tap will produce on the receiver a distant click, if the cable is very long a second faint click may possibly be detected, but if the wire under test is well insulated, no more sound will be heard in the receiver after the tapping, but if the wire under test is crossed with any other wire in the cable or with the sheathing every tap will be followed by a clear clicking sound and if there is any moisture in the insulation (being of paper) which makes a partial connection clicking sounds will occur. The loudness of the clicking will depend upon the amount of moisture in the cable. In turn test all the wires in the cable and if any are to be found in trouble see that all the wires are cleared from each other and from the sheathing.

Fig. 8 is a short method of testing for broken wires make the connections as shown and remove all the insulation from the (h) end of the cable and wrap the wire (h) around the wires as shown and connect the wire (h) to the one side of the battery from the other side of the battery run wire (k) to one side of the bell from the other side of the bell run wire (m) as shown. At the (j) end of the cable the wires are carefully separated from one another and from the sheath, to make the test touch in turn each wire at the (j) end of the cable should any of them not ring or answer the connection then the wire is broken.

AERIAL CABLES.

The splicing of Aerial cables is done in the same manner as the above only their must be a platform set at the splice

and a blanket spread over the joint to keep the wind and moisture out.

SUB-MARINE CABLES.

The splicing of the sub-marine cable is the same as the above only that there is an Armor wire to be taken care of, in arranging the Armor wires for the splice bend the armor wires back and tie them in this position and after the splicing of the cable has been made, lay a layer of jute on the sheet and spread it in an even manner around the joint then lay the armor wires back on the joint in such a manner that they will interlace like the interlocked fingers of the hands, then with a spool of steel wire bind these wires down with close layers of this steel wire and bind the entire joint in this manner and allow this wrapping to pass the sleeve about 3 inches then wash off the steel wires with acid and solder and this soldering is best done by using the wiping cloths, as the lead can be worked into the layers in a better way be sure to get all around the joint with this soldering as this is the most particular part of the sub-marine cable splicing, as it will be remembered that a submarine cable is subject to being tossed around under the water by the under currents and it is for that reason that this armor wire should be well soldered all around.

There is another way of arranging this armor wire which is known as the "butt" joint the name alone will explain the joint, but the joint is made as follows; a wire is taken from one end and allowed to overlap the wiped joint about two inches and a wire is taken from the other end cut so that it will "butt" the short wire and joints are broken around the sleeve and wrapped in the same manner as the above but this joint is not to be recommended as it is a very hard joint to make and it is not used.

TABLE OF THE LENGTH OF SLEEVES NEEDED FOR SPLICES.

25 pr. cable.....	28 inches.	x 2 inches	x $\frac{1}{8}$ inch
30 " ".....	28 "	x 2 "	x $\frac{1}{8}$ "
40 " ".....	28 "	x 2 "	x $\frac{1}{8}$ "
50 " ".....	28 "	x 2 "	x $\frac{1}{8}$ "
60 " ".....	28 "	x 2 $\frac{1}{4}$ "	x $\frac{1}{8}$ "
90 " ".....	28 "	x 2 $\frac{1}{2}$ "	x $\frac{1}{8}$ "
100 " ".....	28 "	x 2 $\frac{1}{2}$ "	x $\frac{1}{8}$ "
120 " ".....	28 "	x 2 $\frac{3}{4}$ "	x $\frac{1}{8}$ "
150 " ".....	32 "	x 3 $\frac{1}{4}$ "	x $\frac{1}{8}$ "

(To be continued)

FRED DUBELL,
L. U. 276, Superior, Wis.

COVENTRY ENGLAND.

The accounts of the corporation electricity department for the past year, show a net profit of £5,115. It is proposed to use £1,000 of this in relief of

rates, and to place the balance to reserve. The profit is the largest in the history of the undertaking.

SAINT PETER AND THE LABEL.

St. Peter stood at the heavenly gate,
With thoughtful brow and air sedate.
Challenging pilgrims from down below
To state their sins or passports show,
When one who had traveled the highway
long

Stepped forth from out of the wearied
throng.

"St. Peter, here you may plainly see
My paid up working card," quoth he.
"For my wage I gave a good day's work
And no church duty e'er did shirk.
I paid my debts and frowned on sin.
Think you not, good saint, I should enter in?"

"Your union card is a big asset,"
Gravely answered the saint, "but yet
Some questions I must ask you ere
Admittance I can grant you here.
"Answer me truly, as best you are able,
Have you always asked for the union
label?"

Let's see that hat! No label in it!
And shoes also! Pull 'em off this minute!
Your ties and shirts and cuffs and collars,
Paid for on earth with union dollars!
Your clothes, I see, are scab made too!
What sort of a union man are you?
Put all that sweatshop stuff in a pile.
I'll call an imp up after awhile
To pick it up with a pair of tongs
To burn below, where it belongs.
As for you, old man"—here the naked
shade

Visibly trembled; he was sore afraid
That the stern faced saint would bid him
go
And burn with his clothes in the fire below—

"Return to earth to live once more.
This time you cannot pass my door.
And when your life you live again
Remember, amid its joys and pain,
That never a union man who tries
Will pass this gate if e'er he buys
With union wages scab made goods,
Unfair clothing, books or foods."
Slowly, sorrowfully through the night
The shivering spirit winged its flight
To execute the stern mandate
Of him who guards he heavenly gate.

* * * * *
"John, John! Wake up! Why all these
moans,
Such tossing about and awful groans?
Shall I phone for the doctor for you, my
dear?"

His wife asked him in loving fear.
"O Lord! Where am I? Can it be true
That I'm here at home with you?
Too good to be true to me it seems!
I've just returned from the land of
dreams,
Where's through a million miles of space,
Ten thousand goblins made me race.
But from tonight I promise, pet,
To ask for the label each time, you bet!"

CONVENTION CALL!

LABOR OMNIA VINCIT

American Federation of Labor.

WASHINGTON, D. C., Sept. 18, 1907.
To All Affiliated Unions—Greeting:

You are hereby advised that, in pursuance to the Constitution of the American Federation of Labor, the Twenty-Seventh Annual Convention of the American Federation of Labor will be held at Norfolk, Virginia, beginning ten o'clock Monday morning, November 11, 1907, and will continue in session from day to day until the business of the Convention has been completed. The first day's (Monday) session will be held at the Auditorium Building on the grounds of the Jamestown Exposition. All sessions thereafter will be held at the Armory Hall, in the city of Norfolk proper.

REPRESENTATION.

Representation in the Convention will be on the following basis: From National or International Unions, for less

than 4,000 members, one delegate; 4,000 or more, two delegates; 8,000 or more, three delegates; 16,000 or more, four delegates; 32,000 or more, five delegates; 64,000 or more, six delegates; 128,000 or more, seven delegates, and so on; and from Central Bodies and State Federations, and from local trade unions not having a National or International Union, and from Federal Unions, one delegate.

Organizations to be entitled to representation, must have obtained a certificate of affiliation (charter) at least one month prior to the Convention; and no person will be recognized as a delegate who is not a member in good standing of the organization he is elected to represent.

Only *bona fide* wage workers, who are not members of, or eligible to membership in other trade unions, are eligible as delegates from Federal Labor Unions.

Delegates must be selected at least two weeks previous to the Convention, and their names forwarded to the Secretary of the American Federation of Labor immediately after their election.

Delegates are not entitled to seats in the Convention unless the tax of their organization has been paid in full to September 30, 1907.

The importance of our organizations and our movement, the duty of the hour and for the future, demand that every organization entitled to representation shall send its full quota of delegates to

RAILROAD RATES.

Application was made to the railroads to grant delegates and friends attending the Norfolk Convention of the American Federation of Labor a reduced fare. The railroad companies replied that the rates conceded visitors to the Jamestown Exposition at Norfolk, Virginia, can not be further reduced. Hence delegates and their friends attending the American Federation of Labor Convention can avail themselves of the exposition excursion rates when making their purchases from their local ticket agents.

HOTEL RATES—(ROOMS ONLY.)

		Capacity
Fairfax	\$1.50 per day, 2 in room	300
Lynnhaven	\$1.50 per day	250
Princess	\$1.50 per day	50
Atlantic	\$1.50 per day	200
Neddo	\$1.50 per day	200
Meyer	\$1.00 per day	150
Henry Seelingers	\$1.00 per day	20
Colonial	\$1.00 per day	150
Terminal Hotel and Cafe Co.	75 per day	50
New Gladstone	\$1.00 per day	250
Savoy	\$1.50 per day	100
Lenox	\$2.00 per day	410
	\$3.00 per wk. per person, 2 in room	

the Norfolk Convention, November 11, 1907.

Do not allow favoritism to influence you in selecting your delegates. Be fully represented.

Be ably represented by your best, most faithful, and experienced members.

CREDENTIALS.

Credentials in duplicate are forwarded to all affiliated unions. The Original Credentials must be given to the delegate-elect and the Duplicate forwarded to the American Federation of Labor office, 423-425 G Street Northwest, Washington, D. C.

The Committee on Credentials will meet at the headquarters of the American Federation of Labor six days previous to the opening of the Convention, and will report immediately upon the opening thereof at Norfolk; hence secretaries will observe the necessity of mailing the duplicate credentials of their respective delegates at the earliest possible moment to Washington, D. C.

GRIEVANCES.

Under the law no grievance can be considered by the Convention that has been decided by a previous Convention, except upon the recommendation of the Executive Council, nor will any grievance be considered where the parties have not previously held conference and attempted to adjust the same themselves.

Rate for rooms with private families, \$1.00 per day for each person, for room and breakfast. Delegates wishing to make arrangements for themselves and families may do so by corresponding with W. H. SCOTT, 71 City Hall Avenue, Norfolk, Va.

Headquarters of the Executive Council will be at the Fairfax Hotel.

Delegates should notify chairman of the Arrangements Committee, H. S. SCOTT, 71 City Hall avenue, Norfolk, Va., stating time of their contemplated arrival at Norfolk, and over which road they will travel.

If there be any further information regarding the Convention, or the arrangements for the convenience of the delegates, it will be communicated in a later circular, or through the AMERICAN FEDERATIONIST.

SAMUEL GOMPERS, President.

Attest:

FRANK MORRISON, Secretary.

JAMES DUNCAN, First Vice-President
JOHN MITCHELL, Second Vice-President
JAMES O'CONNELL, Third Vice-President
MAX MORRIS, Fourth Vice-President
D. A. HAYES, Fifth Vice-President
DANIEL J. KEEFE, Sixth Vice-President
WM. D. HUBER, Seventh Vice-President
JOS. F. VALENTINE, Eighth Vice-President
JOHN B. LENNON, Treasurer

Executive Council American Federation of Labor.

Secretaries will please read this at first meeting of their organization. Labor and reform press please copy.

CANADA TABLE SHOWING INDUSTRIAL DISPUTES BY TRADES IN 1901, 1902, 1903, 1904, 1905 AND 1906.

Trades.	Number of Disputes.						
	1901	1902	1903	1904	1905	1906	Total.
Agriculture.....					2		2
Building.....	14	28	44	29	19	29	163
Metal.....	23	31	17	15	13	21	121
Woodworking.....	4	10	9	3	2	7	35
Textile.....	6	1	5	3	1	4	20
Clothing.....	10	9	11	12	11	9	62
Food and tobacco preparation.....	9	10	6	11	4	8	48
Leather.....	1	3	4	1		3	12
Printing and bookbinding.....	2	3	3	5	7	6	26
Transport.....	4	4	18	2	4	14	46
Longshoremen.....	5	4	4		1	1	15
Mining.....	5	3	9	6	12	13	48
Fishing.....	2	1	1	2		1	7
Unskilled.....	11	6	9	3	2	12	43
Miscellaneous.....	8	10	20	10	9	5	62
Total.....	104	123	160	103	87	138	175

DISPUTES BY LOCALITIES AFFECTED.

Of the 138 disputes which occurred during the year, 61 took place in Ontario, 24 in Quebec, 13 in Alberta, 12 in British Columbia and 11 in Nova Scotia. There were eight and nine disputes respectively in New Brunswick and Manitoba. No strikes or lockouts were reported as having taken place in Prince Edward Island and Saskatchewan.

TABLE SHOWING TRADE DISPUTES IN CANADA BY PROVINCES DURING 1906.

Provinces.	Number of Disputes.												
	January.	February.	March.	April.	May.	June.	July.	August.	September.	October.	November.	December.	Total.
Novia Scotia	1	...	1	1	2	...	1	2	...	...	2	1	11
Prince Edward Island .....	...	...	...	2	2	2	...	...	...	...	1	...	8
New Brunswick	1	...	...	2	2	2	...	...	...	...	...	...	24
Quebec	1	1	2	2	6	2	1	4	4	1	...	...	61
Ontario	6	4	2	8	13	7	4	6	5	1	5	...	9
Manitoba	2	...	1	...	2	...	1	1	2	...	...	...	...
Saskatchewan .....	...	...	...	...	...	...	1	...	...	...	...	...	...
Alberta	1	...	1	...	2	2	1	2	3	1	...	...	13
British Columbia .....	...	1	1	...	1	1	...	2	1	...	4	1	12
Total	12	6	8	13	28	14	8	17	15	3	12	2	138

CAPTAINS OF INDUSTRY, LABOR ORGANIZATIONS WALKING DELEGATES, ETC.

BY HENRY MARSDEN.

THE efforts now being made, especially in the large cities, for greater honesty in civic government and the elimination of all kinds of grafting appeals forcibly to the wage earners for their active support and assistance, whenever and wherever such aid can be made effective.

The conclusion arrived at by impartial investigators is that the dishonest spirit of the business world is mainly responsible for present evil conditions.

The spirit that rules the business world today is, "Take all that you can get, keep all you get, and give only what is taken from you." Those who have the strongest talons and the longest and sharpest fangs we call "Captains of Industry." Let us call them by their right names—Captains of Cunning—and we will understand them better.

Unconsciously, perhaps, these Captains of Cunning worship their ancestor, Captain Kidd, the founder of their order in America. Morally they are no better than he was; but they have improved on his methods. He might have succeeded had he pursued true "business methods"—had he incorporated his "business" under the laws of New Jersey, hired a legal department to steer him around laws and court decisions, and acquired control of daily newspapers that denounce "yellow journalism" while defending and shielding yellow business methods. Yellow business is the ditch that irrigates yellow journalism.

All business men are not dishonest; not all of them are tricky. We are speaking particularly of "big business." It may be worth while to remember that the big business of the International Harvester Company grew out of the theft of a reaper model by Cyrus McCormick, that the great business of the Pullman Palace Car Company grew out of George M. Pullman's theft from his partner of the invention of the sleeping car, that the Bell Telephone Company's big business grew out of theft in which the United States Patent Office was an accomplice. We may remember, also, that the big business of the Standard Oil Company grew out of theft, arson, illegal rebates, perjury and other forms of lawbreaking.

Not only has Big Business stolen property; in addition it has stolen from the people laws, legislatures, courts, governors, mayors, municipal, county, State and national officers. Some of the facts have come out in the land fraud cases, and other facts are coming.

As far as these crimes are concerned,

the hands of the wage earners are clean. These are the greatest crimes that have been committed against the country. In a feeble way labor unions have imitated some of the bad methods of Big Business, but they have not debauched government. At times they have pursued unlawful methods, and often unethical methods, but they have not been able to retain as their advisers supposedly "respectable" men standing at the head of the Bar.

The men who for twenty years have been opposing, and are now opposing, laws to abolish the disgrace of child labor are business men; and the same is true of the men who have been and are now opposing primary nomination laws to prevent corporation agents from controlling primaries and conventions, and thus often forcing the people to make at the ballot box a choice between corporation candidates bearing the different party labels. The little business men are used as catspaws, as "suckers," by Big Business, and some of them, most of them who are thus used, swell with pride when Big Business gives them its dirty chores to do.

In the offices of some of the great daily newspapers sit the switchtenders and tower men of Big Business, throwing targets to "safety" to deceive little business, and displaying "danger" signals when Big Business is in danger of being caught "with the goods on it." That is well known to every man who has been through, or is in, the daily newspaper mill. Need we wonder that some newspaper and business men are cynical in regard to individual honesty, and almost doubt the existence of conscience.

Of late years there has been much talk by business men and their toadies about the arrogant methods and demands of laboring men and labor unions. Now, half a dozen men meet in New York or Chicago and fix freight rates for 80,000,000 people. These are not labor union men. Half a dozen fix the prices of sugar, steel, copper, lead, lumber, glass, for 80,000,000 people. One man stands in the limelight and gives millions to "education," and gets it all back by raising the price of coal oil. The business community notes these things and grumbles a little.

Have not 5,000 coal miners or carpenters the same right to fix the price of their own labor?

No man is arrogant or unreasonable who demands a living wage and such hours of work as will enable him to have

rest, leisure and recreation. His demand is reasonable.

No man can do his duty as a citizen whose waking hours are devoted to the task of obtaining barely enough to feed, clothe and shelter himself and his family. Such a man might as well be an Esquimo or a Patagonian savage. Citizenship requires more than food, clothing and shelter.

The capitalistic daily newspapers frequently seek opportunities to cast odium on the business agents or "walking delegates," as they prefer to call them, of the labor organizations. We are all familiar with the exaggerated caricatures of the walking delegate published in the illustrated weeklies which receive subsidies from the capitalistic class. His enormous diamond in shirt bosom; his silk hat far out of the perpendicular; watch chain big enough for a cable; a suit of the most violent and aggressive pattern; a face in which brutality and low cunning strive for the mastery, adorned with the inevitable cigar elevated at an angle of forty-five degrees. This gross caricature deceives no one, not even those who pay for it, but it always shows the spirit that prompts its publication.

Any body of citizens, associated for lawful purposes, has a right to designate or employ one of its number as its chief representative, business agent or walking delegate—or whatever title may be given. No employer has a right to refuse to deal with employees through their business agent or representative. Such a refusal is mere arrogance.

A committee from a commercial body calls on the President of the United States, or the president of the commercial body calls on him, in regard to a certain matter. What would be thought and said of the President if he should say: "I am willing to deal with individual members of your body as men, but I refuse to deal with any representative or committee."

The president and the attorney of a corporation asking for a franchise calls

on a municipal legislative body. What would the business men of the city say if the City Council should take the position that it will deal only with the stockholders individually, but that it will not recognize their representative?

If there is war between business and labor, let business remember that it was not begun by labor. Let business men remember that our chief concern is just government, and that just government protects the laborer and the business man in the exercise of individual rights—social rights, personal rights, political rights, property rights. Let business men remember that governments are instituted to defend and preserve natural rights, not to take them, or any of them, from the individual.

The best government is founded upon certain principles, chief of which is the consent of the governed—a far reaching principle. It means majority rule, but prohibits the majority from trampling on the rights of the minority; it means majority rule, but demands that the minority be represented in proportion to its numbers. Under existing methods of making nominations for office and conducting elections the minority are not represented, and are virtually disfranchised. We treated the subject of proportional representation in an exhaustive manner two years ago in the Bookbinder (Numbers May to August, 1905). Since that time the subject of the referendum, the initiative, and the recall have forged to the front and received recognition and adoption in several States. As these reforms do not seek to destroy our representative system, but rather to make it truly representative, it is essential that minorities shall receive recognition and be represented according to their numbers. This can only be done through proportional representation acting as an ally of the great movement for direct legislation by the people. When these reform measures are generally adopted and carried out we may truly say that we have arrived at the stage of self-government.

FACTS WORTH KNOWING.

To prospective purchasers of Pianos, Organs or other Musical Instruments the following facts, gleaned from the officials of the Piano, Organ & Musical Instrument Workers International Union of America, may prove a great value.

1. All UNION-MADE Pianos, Organs and Musical Instruments bear the Label of the Piano, Organ & Musical Instrument Workers International Union.

2. Dealers representing instruments minus the Union Label as union-made are seeking to deceive.

2. Any responsible dealer, no matter where located, can secure Union-Label instruments.

4. The Label of the Piano, Organ & Musical Instrument Workers Union is granted free of charge to all manufacturers operating Union factories.

5. Union Label instruments are guaranteed by the organization to be superior to those not bearing the Label.

The officials assure us that any additional information desired will be cheerfully furnished upon application. Address 49 Seminary avenue, Chicago, Ill.

DISTRICT COUNCIL NO. 2, 1ST DISTRICT.

I DESIRE to call the attention of brothers throughout the United States and Canada to the report of the commissioners who were appointed to investigate the grievances of the telephone operators who went on strike in Toronto last February.

STRIKE JUSTIFIED.

To begin with they find that the strike was justified. They find that the Bell company was "sweating" the women and girls in its employ. They also state the company was guilty of "levying a tax on homes and individuals for which no compensation has been made."

They also find "that the wages paid were not sufficient to meet the cost of board and clothing, and that notwithstanding the operators had been obliged to work at a pace absolutely detrimental to their health."

In view of the fact that in most places there is no union standard of hours and conditions by which the present hours and conditions of telephone operators may be judged, it might be well to consider the recommendations made by these commissioners.

RECOMMEND SIX-HOUR DAY.

First, they believe that a six-hour day is long enough, "with periods of work not to exceed one and one-half hours at a stretch, in which events the period of relief might be fixed at twenty minutes, and the intermission, for those who de-

sire it, placed at two hours or one and one-half hours, instead of one hour."

They further say, "Whatever the period of working hours may be, overtime should be absolutely prohibited, as should also the practice of compelling operators to work a fraction of an hour either before or after the schedule time, with or without compensation."

HALF HOLIDAY SUNDAYS.

The Commissioners further say, "We believe that work on seven days in the week should be prohibited, and that in no case should an operator, after having worked six days, be permitted to enter upon a subsequent day's work until after a break of at least twenty-four hours. We believe that the weekly half holiday, in addition, is in everyway necessary and desirable."

CONDITIONS AFFECTING HEALTH.

The construction of the switchboard so as to do away with the necessity of far reaching, better lighting of switchboard, more comfortable seats, allowing the operators to stand part of the time, frequent sterilizing of mouthpieces, individual head gears, and better ventilation.

I think it would be well for the brothers to compare existing conditions in their respective localities with this official standard and to help the women and girls to bring their conditions on a par with it. Fraternally,

L. W. E. KIMBALL.

N. E. Organizer.

THE ACTUAL COST OF LIVING.

BY ALEXANDER BRITT IN THE INDEPENDENT.

THIS is an era of prosperity—the newspapers daily attest it; employers of labor proclaim it; organized labor admits it, at least to the extent of claiming that it is at last, thanks to its own efforts, securing a part of the rightful share that has been hitherto been withheld from it; and Government reports point to high wages and continued employment as proof of the same desirable condition.

But what is prosperity? To the capitalist it is large and frequent dividends. to the farmer, the manufacturer and the merchant and quick sales. To organized labor it is good wages and steady employment. Judged by the standards of these three classes prosperity may be admitted at least for the sake of argument. But these questions concern solely the side

of income in the problem of living; to solve the problem the outgo side must be considered as well. In other words the crucial question is, are increases in wages keeping pace with the increased cost of living?

Not long ago the Massachusetts Bureau of labor statistics reported that in 797 stores in Boston the number of debtors on the hopeless list was 45,482, about 7½ per cent of the population of the city, with a total indebtedness of \$570,912. In the list of non-payers, 2.32 per cent., or a little over one thousand were classed as moneyed people. Therefore more than 7 per cent. of the inhabitants of the entire city were unable through lack of funds to meet the current expenses of living.

To charge 45,000 people with extravagance or downright dishonesty is too

wholesale an indictment. Was it not rather a failure in the hopeless struggle to make both ends meet and to maintain a decent standard of living at the same time? Have not these people been caught in a maelstrom of high prices and in order to live in the present, been forced to neglect the obligations of the past and discount the possibilities of the future? In other words are they not paying the cost of prosperity?

In two bulletins issued last year by the Bureau of Labor of the Department of Commerce and Labor statistics were presented showing the relation of the cost of living to average annual incomes in the year 1905 as contrasted with the ten year period 1890 to 1899. In the first of these two bulletins wholesale prices of 259 articles of common consumption were tabulated for sixteen years with the following result:

The 1905 average contrasted with the year of lowest average prices during the sixteen years from 1890 to 1905, in each of the general groups of commodities, shows farm products 58.6 per cent higher than in 1896; food, etc., 29.7 per cent. higher than in 1896; cloths and clothing, 22.9 higher than in 1897; fuel and lighting, 39.4 per cent higher than in 1894; metals and implements 41.8 higher than in 1898; lumber and building materials, 41.4 per cent higher than in 1897; drugs and chemicals 24.1 per cent higher than in 1895; house furnishing goods, 21.5 higher than in 1897, and the materials included in the miscellaneous group, 23.4 higher than in 1896.

Summing up these statistics it is seen that the average cost of these articles was 15.9 per cent higher than the average for the ten year period. In the latter bulletin, which deals with wages and hours of labor from 1890 to 1905, it is shown that average earnings per week in the latter year were only 14 per cent higher than the average from 1890 to 1899, leaving cost of living, according to these statistics, 2 per cent in the lead.

But these statistics do not bring the facts home to us with sufficient force. It is necessary, also, to know how large a part of our annual incomes, be they large or small, is expended for each one of these items. It is well to know still further, how much each family has to spend in a year. So much stress has been laid in recent years on the American millionaire, his iniquity, his generosity, his prodigality, and his penuriousness, that our eyes have become blind to the fact that the great majority of us are well content to live out our days in moderate comfort, if as well as that.

In the grand average the millionaire cuts a very small figure indeed. Here again the tireless Bureau of Labor at Washington comes to our aid with statistics showing the incomes and the expen-

ditures of a large number of families.

Households to the number of 25,446 in all parts of the United States, averaging approximately five persons to the family, have been canvassed with the following result: The average annual income per family is \$751.34; the average annual expenditure is \$689.61, leaving a margin between income and expenditure of \$61.73 on the profit side.

Food the basis of the physical life, constitutes by far the larger part of this expenditure, or 42.54 per cent.; rents eats up 12.95 per cent.; clothing takes 19.04 per cent.; fuel and lighting account for 5.25 per cent.; taxes and principal and interest on mortgages, which together with rent must cover the cost of lumber and building materials as well as ground rent, amount to 2.33 per cent.; furniture and household utensils are answerable for 3.42 per cent. and sickness and death, no small part of the expenses of which is chargeable to drugs and chemicals, demand 2.67 per cent.

The remainder is divided in small portions among insurance, labor and other organization fees, religious purposes, charity, books and newspapers, amusements and vacations, intoxicating liquors, tobacco and "other purposes." Religion claims only .99 per cent.; while 1.62 per cent. is dissolved in alcohol and 1.42 per cent goes up in tobacco smoke. Amusements and vacations are responsible for 1.60 per cent and 1.09 per cent are devoted to the improvement of the mind in the purchase of books and newspapers.

To make the matter still more concrete, the average family spends each year \$114.83 for rent; \$37.53 for fuel and lighting; \$97.39 for clothing; \$305.32 for food, and \$148.73 for all other purposes. In the year 1905, therefore, this same family spent for food \$71.28 more than in 1897 and for fuel and lighting \$7.88 more than in 1894.

(We should remember that the average income of the families in question was far higher than the average income of the five million persons engaged in the manufacturing industries which in the census year 1900 was \$439, or for men—excluding women and children—\$490.—Ed.)

Dun's index figure of wholesale prices gives the best available basis of comparison year by year. This shows that the average actual cost of commodities per individual in the United States on July 1st, 1906, had increased over 1905 to a marked degree. Food of all kinds had risen from \$47.399 to \$49.285; clothing from \$17.986 to \$19.177; metals from \$15.916 to \$16.649, and miscellaneous articles of general use from \$17.061 to \$19.555. The total cost had risen from \$98.312 to \$105.216, the greatest increase that has taken place in any year for the last decade except from 1901 to 1902.

As compared with 1896 the total cost has increased from \$74,317 to \$105,216, a rise of more than 41½ per cent.

In order to find the actual cost per family from these figures it is necessary to multiply the statistics for individuals by 4.7, the average number of persons per family according to the census of 1900, and to add to that the retailer's profit. Rent is not included in Dun's index, nor are taxes or principal and interest on mortgages. For purposes of comparison between various years, however, no better basis can be found.

In April of the present year still another bulletin was issued by the Bureau of Labor which shows that the level is rising still higher. This statement which covers the entire year 1906, shows that the wholesale prices of the 258 commodities included reached a higher point than at any preceding time in the seventeen year period under consideration.

The average for 1906 was 5.6 per cent. above that for the preceding year; 36.5 per cent higher than for the decade from 1890 to 1899. The highest point attained since 1890 was reached the last month of last year, when the average was 4.1 per cent. higher than for the year and 6.3 above the average for the same month in 1905. Out of the nine groups into which the 258 commodities were divided, only two showed a decrease as against 1905, farm products and drugs and chemicals.

So much for the figures of expenditure. How has income fared? The second of the 1906 bulletins referred to deals with the increase of wages as compared with the retail prices of food. It shows that in 1905 the purchasing power of an hour's wages was 5.8 per cent. greater and of a week's wages 1.4 per cent. greater in terms of food only than the average for

the period from 1890 to 1899. But it will be observed that in this bulletin wages are translated into food only. Man does not live by bread alone; he lives also by rent, clothing and the numerous other necessities of life included in the 259 articles listed in the first bulletin.

The latter of these two bulletins neither supplants nor supplements the other. In the first all the articles which enter into the daily cost of living are considered. In the latter cost alone is taken into account as providing an estimate for average expenditures. Even in its use of food statistics as a part of the cost of living, the Bureau's method has been subjected to severe criticism. Dun's index figure gives 50 per cent. value to food products as against the labor bureau's 25.

These systems have recently been attacked by Francis B. Forbes in the publications of the American Statistical Society. Taking the Labor Bureau's increase in the index figure of 29.2 and Dun's of 38.07 since 1897, he has struck a mean between the two something after the method in use for a long time in England and finds that it yields 36.6. Thus 40 per cent. increase in the cost of living is not an excessive estimate for the end over the beginning of the decade that closes with the present year. This coincides also with Dun's figures quoted above, is one of great and undiluted prosperity.

Those who argue that the present time for all classes will find small comfort in these figures. To cover the increase in the cost of living which we have noted a more than normal addition to the pay-rolls of the country will be necessary. Ten or even twenty per cent. increases in wages will hardly compensate for a forty per cent. rise in the cost of the articles necessary to keep soul and body together.

FARLEY RETIRES.

A dispatch from San Francisco states that Farley, the alleged strike breaker, is about to retire, live on his fortune and raise fast horses. They say he has been successful in piling up quite a stack of money as a professional strike breaker, Bro. Capital having paid dearly to this gent for his services as a scab producer. Some weeks ago Farley gave a hint that he was sick of the dishonorable business. He declared that the great majority of

strike breakers were an irresponsible, disreputable lot of loafers and criminals. Prof. Elliot sits in his easy chair, looks through his "glawses" and declares that they are "heroes," dontcherknow, and a lot of pillars of society are always ready to hire them to help smash the unions, where ordinarily they wouldn't give the shameless fellow a pleasant look.—Cleveland Citizen.

"A PLEDGE."

A pledge I make, no wine to take,
Nor brandy red, that turns the head;
Nor whisky hot, that makes the sot;
Nor firey rum, that ruins the home.
Nor will I sin, by drinking gin;
Hard cider too, will never do;

Nor lager beer, my heart to cheer;
Nor sparkling ale my face to pale.
To quench my thirst, I'll always bring
Cold water from the Hydrant Spring.
So here I pledge perpetual hate
To all that can intoxicate.

WAGES AND RETAIL PRICES OF FOOD IN 1906.

The annual investigation of the Bureau of Labor into wages and the retail prices of food, the report on which has just been placed in the hands of the printer, shows that in the principal manufacturing and mechanical industries of the country averages wages per hour in 1906 were 4.5 per cent higher than in 1905, the regular hours of labor per week were 0.5 per cent lower, and the number of employees in the establishments investigated was 7 per cent greater. The average full-time weekly earnings per employee in 1906 were 3.9 per cent greater than in 1905.

During 1906 wages were increased generally in nearly all industries, 40 of the 41 industries covered by the investigation showing some increase. The greatest increase was in the manufacture of cotton goods, where the average wages per hour in 1906 were 11.2 per cent higher than in 1905. In the manufacture of electrical apparatus and supplies the increase was 10.1 per cent. In street and sewer work done by contract the increase was 8.7 per cent; in iron and steel, Bessemer converting, 8.5 per cent, and in the manufacture of cigars, 8.4 per cent. In the manufacture of bar iron the increase in wages per hour was 6.9 per cent and in the building trades 6.1 per cent. Briefly stated, two industries showed an increase in hourly wages of more than 10 per cent, 7 industries an increase of 5 per cent but less than 10 per cent, and 31 industries an increase of less than 5 per cent. In one industry—paper and wood pulp—there was a decrease of 1.1 per cent. In the industries as a whole, weighted according to importance, the increase in hourly wages was 4.5 per cent.

The fact should be borne in mind that these figures apply only to wage-workers in manufacturing and mechanical industries and do not show conditions so far as salaried employees are concerned.

The retail prices of food, weighted according to consumption in representative workingmen's families, were 2.9 per cent higher in 1906 than in 1905. As the advance in wages per hour from 1905 to 1906 was greater than the advance in the retail prices of food, the purchasing power of an hour's wages, as measured by food, was greater in 1906 than in the preceding year. In 1906 the purchasing power of an hour's wages as expended for food was 1.4 per cent greater than in 1905 and the purchasing power of a full week's wages was 1 per cent greater in 1906 than in 1905, or, in other words, an hour's wages in 1906 in the manufacturing and mechanical industries of the United States would purchase 1.4 per cent more food than an hour's wages in 1905 and a full week's wages in 1906

would purchase 1 per cent more food than a full week's wages in 1905.

The price of food was higher in every month of 1906 than in the corresponding month of 1905. The increase over the corresponding month of the preceding year, which in February, 1906, was only 0.4 per cent, grew steadily greater throughout the year, the price in December, 1906, being 5.1 per cent above that of the preceding December. The price in December, 1906, was 4.8 per cent higher than the average for the year 1906, which year showed a higher average than any other year during the seventeen years, 1890 to 1906, covered by the investigation of the Bureau of Labor.

The increase in prices in 1906 over 1905 applied, in unequal degree, to 25 of the 30 articles included in the investigation. The articles which showed the greatest advance in prices are lard, 9.8 per cent; evaporated apples, 9.1 per cent; fresh pork, 8.8 per cent; dry or pickled pork, 8.7 per cent; bacon, 8.4 per cent; ham, 7.3 per cent; while the advance in fresh fish and mutton exceeded 5 per cent. The only articles which showed any material decrease are flour and sugar.

The articles which showed the most marked advance in prices in December, 1906, over December, 1905, are butter, 15 per cent; lard, 13.9 per cent; fresh pork, 12.2 per cent; dry or pickled pork, 11.9 per cent; bacon, 11.1 per cent, and ham, 9.8 per cent. The only articles which showed any marked decline in price in December, 1906, from the price in December, 1905, are potatoes, 5.8 per cent, and flour, 4.8 per cent.

As compared with the average for the ten-year period, 1890 to 1899, the average wages per hour in 1906 were 24.2 per cent higher, the number of employees in the establishments investigated was 42.9 per cent greater, and the average hours of labor per week were 4.6 per cent lower. The average earnings per employee per full week in 1906 were 18.5 per cent higher than the average earnings per full week during the ten years 1890 to 1899.

The retail price of the principal articles of food, weighted according to family consumption of the various articles, was 15.7 per cent higher in 1906 than the average price for the ten years 1890 to 1899. Compared with the average for the same ten-year period, the purchasing power of an hour's wages in 1906, as measured by food, was 7.3 per cent greater, and of a full week's wages 2.4 per cent greater, the increase in the purchasing power of the full week's wages being less than the increase in the purchasing power of hourly wages because of the reduction in the hours of labor.

THE ELECTRICAL WORKER

The table following shows the per cent of increase or decrease in wages per hour, hours of labor per week, the purchasing power of wages, etc., in 1906 in the manu-

facturing and mechanical industries, as compared with each year preceding, back to and including 1890, and as compared with the average for the ten years, 1890 to 1899.

PER CENT OF INCREASE (+) OR DECREASE (—) IN 1906, COMPARED WITH PREVIOUS YEARS.

Year.	Per cent of increase (+) or decrease (—) in 1906, as compared with each previous specified year.						
	Employees.	Hours per week.	Wages per hour.	Full-time weekly earnings per employee.	Retail prices of food, weight—ed according to family consumption.	Purchasing power, measured by retail prices of food, of—	
						Hourly wages.	Full time weekly earn'gs per employee.
Average 1890-1899	+42.9	—4.6	+24.2	+18.5	+15.7	+ 7.3	+2.4
1890	+50.7	—5.3	+23.8	+17.3	+13.0	+ 9.6	+3.9
1891	+46.9	—5.1	+23.8	+17.6	+11.5	+11.1	+5.5
1892	+44.1	—5.1	+23.2	+17.0	+13.5	+ 8.5	+3.0
1893	+43.8	—4.9	+23.1	+17.1	+10.8	+11.1	+5.7
1894	+51.9	—4.4	+26.9	+21.3	+16.0	+ 9.3	+4.5
1895	+48.2	—4.7	+26.3	+20.4	+18.3	+ 6.3	+1.8
1896	+44.9	—4.4	+24.6	+19.1	+21.2	+ 2.8	—1.7
1897	+41.6	—4.2	+24.7	+19.5	+20.1	+ 3.8	— .6
1898	+34.3	—4.3	+24.0	+18.6	+17.2	+ 5.7	+1.2
1899	+27.5	—3.8	+21.8	+17.1	+16.3	+ 4.7	+ .7
1900	+23.6	—3.3	+17.7	+13.8	+14.4	+ 2.8	— .6
1901	+20.0	—2.8	+15.0	+11.9	+10.0	+ 4.5	+1.7
1902	+15.6	—2.0	+10.7	+ 8.5	+ 4.3	+ 6.0	+4.0
1903	+13.0	—1.2	+ 6.8	+ 5.5	+ 4.9	+ 1.8	+ .6
1904	+13.7	— .5	+ 6.2	+ 5.6	+ 3.6	+ 2.5	+2.0
1905	+ 7.0	— .5	+ 4.5	+ 3.9	+ 2.9	+ 1.4	+1.0

“ADVICE.”

My boy, you're soon to be a man,
Get ready for a man's work now;
And learn to do the best you can,
When sweat is brought to arm and brow.
Don't be afraid my boy to work,
You've got to, if you mean to win!
He is a coward who will shirk;
Roll up your sleeves and then go in.

Don't wait for chances, look about!
There's always something you can do.
He who will manfully strike out,
Finds labor; plenty of it, too.
But he who folds his hands and waits
For "Something to turn up" will find
The toiler passes Fortune's gates
While he, alas, is left behind.

Be honest, as the day is long,
Don't grind the poor man for his cent.
In helping others, you grow strong;
And kind deeds done are only lent.
And this remember: if you're wise
To your own business be confined.

He is a fool, and fails, who tries
His fellow-men's affairs to mind.

Don't be discouraged and get the blues
If things don't go to suit you quite;
Work on! Perhaps it rests with you
To set the wrong that worries, right.
Don't lean on others—be a man;
Be independent, if you can,
And cultivate a sound back-bone;
Stand on a footing of your own.

Be brave and steadfast, kind and true,
With faith in God and fellow-man,
And win from them a faith in you,
By doing just the best you can.
It never pays to fret and growl
When fortune seems our foe;
The better bred will push ahead,
And strike the braver blow.
For luck is work, and those who shirk
Should not lament their doom,
But yield the play, and clear the way
That better men have room.

SAVINGS BANKS' LIFE INSURANCE.

BY LOUIS BRANDERS.

MASSACHUSETTS has been a leader in legislation designed to improve the condition of the workingman. Her proud record extends over nearly a century. Her first great contribution to the cause of labor was the incorporation, December 5, 1816, of the Provident Institution for Savings in the Town of Boston, the first chartered American savings bank. Today, with a population of little more than 3,000,000, her savings banks hold 1,908,378 separate deposit accounts aggregating \$694,081,141, the average account being \$363.70, a tribute to the thrift of her wage earners.

Saving was made popular in Massachusetts by making it profitable to the saver—that is, by giving him all that his money could earn. The Massachusetts savings banks have no stockholders, being operated solely for the benefit of the depositors. They are managed by trustees, usually men of large experience and high character, who serve without pay, recognizing that the business of collecting and investing the savings of persons of small means is a quasi-public trust, which should be conducted as a benefit and not as a money-making institution. The trustees, the officers and the employees of the savings banks have also been trained in the administration of these savings to the practice of the strictest economy.

Massachusetts has now taken a step which will extend greatly the sphere of these banks. Under the law passed by her legislature on June 27th, savings banks are authorized under proper safeguards to issue life insurance policies in amounts not exceeding \$500, and annuities not exceeding \$200 a year.

The object of the new law is to furnish wage-earners with:

First. A substitute for the present wasteful system of industrial insurance.

Second. An opportunity of making provision themselves for their old age.

That the prevailing system of industrial insurance places a heavy burden upon the wage-earner had been frequently urged before the recent life insurance investigations. The Armstrong committee reported that industrial insurance is furnished "at twice the nominal cost to those least able to pay for it; a large proportion, if not the greater number of the insured, permitting their policies to lapse, receive no money return for their payments;" and that the enormous waste incident to the present methods presents "a serious question." But the Armstrong committee did not undertake to solve that question.

Investigations begun in Massachusetts before the Armstrong committee reported, and continued thereafter, disclosed how

serious this "economic question" really is. It was shown that in the 15 years ending December 31, 1905, the workmen of Massachusetts had paid to the so-called industrial life insurance companies an aggregate of \$61,294,887 in premiums, and had received back in death benefits, endowments or surrender values an aggregate of only \$21,819,606, and that the increase in the insurance reserve of the companies during the period applicable to the Massachusetts policies did not exceed \$9,838,000.

It thus appeared that not only had nearly one-half of the amounts paid in by the workmen as premiums been absorbed in the expense of conducting the business and in dividends to stockholders, but that, to a large extent, the interest on invested funds had also been so absorbed.

Calculation further disclosed that if this \$61,294,887, instead of being paid to the industrial life insurance companies, had been deposited in Massachusetts savings banks, and the depositors had withdrawn from the banks only an amount equal to the aggregate of \$21,819,606, which they received from the insurance companies during those 15 years, the balance remaining in the savings banks at the end of that period, namely, December 31, 1905, with the accumulated interest, would have amounted to \$49,931,548.35, and this although the savings banks would have paid upon these increased deposits in taxes to the commonwealth more than four times the amount which was actually paid by the insurance companies on account of the insurance.

The purpose of the new Massachusetts law is to put an end to this waste of workmen's earnings by substituting the economic and altruistic methods of the savings banks for the waste and greed which have in large measure attended the operation of the industrial insurance companies.

Some saving will result from the fact that there are no stockholders in these banks to receive exorbitant dividends and that the banks are operated at an exceptionally low expense rate. But the main gain is to come from the abolition of the solicitation of insurance through agents, with its attendant heavy percentage of lapsed policies, and the discontinuance of the weekly collection of premiums at the homes of the insured.

The savings banks are to receive applications for insurance as they receive deposits—that is, without personal solicitation. The premiums are to be received at the bank, and not collected at the homes of the insured. Weekly payments are to be abolished as unnecessarily expensive, and a premium payment at longer inter-

vals, probably monthly, is to be substituted. It is expected that to a large extent the following simple, convenient and inexpensive method of paying premiums will ultimately be adopted. The insured will, upon the issuing of the policy, if he is not already a savings bank depositor, be requested to become such, and will give to the bank a standing order to draw on the savings fund in favor of the insurance fund to meet the premium payments as they fall due. The payment of premiums will thus become automatic so long as the policyholder has any funds on deposit.

No one supposes that the savings banks' insurance system will at once supplant the private companies, which had in the aggregate on January 1, 1907, 1,176,044 industrial policies outstanding in Massachusetts. The establishment of the savings banks of a department for the issue of life insurance is permissive, not compulsory. The banks will enter upon the new field only gradually. Therefore, at first the old companies will retain in a great part of the state the field undisputed. But besides this, even in those places where savings insurance banks are established, the old companies will have ample scope for their activity. Despite the low premium rates which the savings banks will be able to offer, there must long be a large number of the less thrifty for whom the eloquence of the solicitor and the weekly domiciliary visit of the collector will be essential to the taking out or the maintenance of insurance. Gradually, however, the system will be extended throughout the state, as the people learn to appreciate the advantages of the new system, the lower premiums which the savings banks will be able to offer must in time prove irresistible, and the private companies will be compelled to adopt the main features of the new system or to retire from the field.

The recent Massachusetts law contemplates, however, far more than cheaper insurance. Indeed, its most far-reaching effect will probably be found in its provision for the issue of annuities.

The American workingman has come to feel keenly the danger of superannuation. On every side he hears of employers discriminating in favor of young men, a natural incident of the speeding of machinery and the introduction of new methods. Yet nowhere is any opportunity afforded him for providing himself in his younger years with an old age annuity. The rising demand for old-age pensions supported by general taxation is in large part attributable to this fact.

The need of support in old age when earning capacity shall have lessened or ceased is indeed more apt to be present to the mind of the average workingman than the probable needs of his family in case of his death; for few men in good health

think that premature death will overtake them. Labor leaders have therefore been particularly interested in the annuity feature of the new movement.

The provision for the future most appropriate to the wage-earner's needs is life insurance to protect his family while he is in middle life, the period when his children are young, and an annuity for his later years when he himself is old.

A combination policy which will furnish life insurance in the earlier years and be converted at say 60 into an annuity is, therefore, the form of provision which it is believed will become most popular under the workings of the savings bank system.

Enough Massachusetts savings banks have already signified their intention of establishing insurance departments to make certain that this new department will receive a thorough test. And the test will be made under very favorable conditions. Ex-Governor Douglas, president of the People's Savings Bank of Brocton, has been a staunch supporter of this new movement, and will become president of the league formed to secure the passage of the law authorizing this extension of savings bank activity. Governor Douglas has already offered to provide for his bank the \$25,000 guaranty fund which must be provided before any bank can establish an insurance department, and as enthusiasm is shared by many of the trustees of his bank, this Brocton bank will probably be the first to enter upon the new field.

Similar interest in the movement has developed in the neighboring towns of Bridgewater and Whitman. In the former the local commercial club has raised for the bank the requisite guaranty fund. Brocton, Bridgewater and Whitman are prosperous shoe manufacturing communities. Wages are exceptionally high and employes intelligent. The leaders of organized labor have been strong supporters of the new movement. The President of the State Branch of the American Federation of Labor, the President of the Boston Central Labor Union, the Presidents of the International Boot and Shoe Workers' Union, and the International Textile Workers' Union, supported by the votes of hundreds of local unions, joined with progressive manufacturers, financiers and philanthropists in securing the necessary legislation. Much has, therefore, been done already towards the education of the community in the advantages of the new system—education which is a prerequisite of success.

The machinery provided by the new law is such as to facilitate a wide extension of the new system which it seeks to introduce. The act provides for a state actuary to whom the technical expert insurance work of determining the premiums and reserve, framing the forms of

applications and policies, and of prescribing the methods of accounting is committed; and for a state medical director, who shall have supervision of, and act as insurance medical advisor to the local physicians. The services of these experts and the blanks and books used in conducting the business are to be furnished by the State Department without charge to the banks. The technical insurance knowledge and the facilities incident to that department of the business will be furnished to the banks by the state without charge. Thus even in conducting the life insurance and annuity department the work of the savings banks will be mainly that in which they are now engaged, namely, the receipt, safe investment and paying out of money.

Savings bank insurance is being introduced to meet the gross evils of the present industrial insurance system, and the serious lack of old age pensions. Its primary purpose is to aid the workingman. Therefore, the individual insurance policy in any one bank is to be limited to \$500 and the annuity to \$200 a year. But it is

obvious that if this movement succeeds the principle which underlies it will be extended to cover like needs of other classes in the community. Those who receive salaries as distinguished from wages, and who are now supplied mainly by the ordinary life insurance companies will not long tolerate the lesser, but still unnecessary burdens incident to the extravagant soliciting of insurance now practiced; and they will be also quick to recognize the value of old-age annuities. And if it appears that life insurance can be provided at a lower rate, the rich will not be slow to demand it also for their large policies. The experiment which Massachusetts is now entering upon may, therefore, have far-reaching effects.

It seems fitting that Massachusetts, which has generally led in legislation to ameliorate the condition of labor which laid the foundation for America's admirable system of savings banks and established through her great commissioner, Elizur Wright, the scientific practice of life insurance, should lead in the next important advance in the development, through thrift, of general prosperity.

LABOR TEMPLES AND LABOR LEADERS

BY THE REV. CHARLES STELZLE.

There is nothing that develops a man quite so well as placing upon him some kind of responsibility which compels him to make good. Many workingmen know how true this is in connection with the purchase of a home, especially when they had just about enough money to pay down to bind the bargain—the remainder to be paid off in monthly instalments. Somehow, that kind of a proposition puts a man on his mettle. He is ready to deny himself many a thing which he formerly thought was a necessity. There was a real satisfaction in feeling that he lived in a home which was actually his own. It gave him a pride which cannot possibly belong to him who rents. It gave him a dignity which seemed to place him away above the average man who had no such responsibility. Somehow the neighbors thought more of him, and duly respected his standing in the community as a property owner. It brought its hardships, and its burdens, but these were not to be compared to the compensations which came as the result of the struggle for the making of a real home.

If this is true of the individual, it also applies to an organization. The society that owns its own building soon has an influence in town which few other things can bring to it. How true this is of the fraternal orders, as well as business houses. One of the most hopeful signs of the times in the labor movement is the fact that in dozens of towns in this

country central labor unions are making a struggle to secure "labor temples" which shall be a credit to the union workingmen of their cities.

There is need for such building in every community. One of the great disadvantages in many cities is the lack of unity and co-operation among working people. Their meeting halls are scattered all over town, and many of them put up with miserably close and dirty quarters, largely because they cannot find better places which are as convenient in other directions. Workingmen need social centers, such as this would give them. They should have central bureaus which shall be in charge of the most competent and best informed official upon whom they can lay their hands—a man who has large ideas about the labor question and its present day needs. He should be a labor statesman, and he should be so protected and safe-guarded from petty jealousies that he can look every man in the eye and tell him whatever he thinks should be said upon that occasion. If he isn't big enough to keep from becoming a tyrant or a czar, he isn't the man for the job. Labor would profit immensely if it had such a man in every city who would be honored for his work's sake. So valuable a one that even the kickers will be made to see its effectiveness.

A labor temple in every city, worthy of its workingmen, and a strong man to guide their destinies—that's what I'd like to see.

AMERICAN FEDERATION OF LABOR.

A Few of Its Declarations Upon Which It Appeals to All Working People to Organize, Unite, Federate and Cement the Bonds of Fraternity.

1. The Abolition of all Forms of Involuntary Servitude, except as a punishment for crime.

2. Free Schools, Free Text-Books, and Compulsory Education.

3. Unrelenting Protest Against the Issuance and Abuse of Injunction Process in Labor Disputes.

4. A workday of not more than Eight Hours in the twenty-four hour day.

5. A strict recognition of not over Eight Hours per day on all Federal, State, or Municipal Work and at not less than the prevailing Per Diem Wage Rate of the class of employment in the vicinity where the work is performed.

6. Release from employment One Day in Seven.

7. The abolition of the Contract System on Public Work.

8. The Municipal Ownership of Public Utilities.

9. The Abolition of the Sweat-Shop System.

10. Sanitary inspection of Factory, Workshop, Mine, and Home.

11. Liability of Employers, for injury to body or loss of life.

12. The Nationalization of Telegraph and Telephone.

13. The passage of Anti-Child Labor Laws in States where they do not exist and rigid defense of them where they have been enacted into law.

14. Woman Suffrage coequal with Man suffrage.

15. The Initiative and Referendum and the Imperative Mandate and Right of Recall.

16. Suitable and plentiful Play Grounds for Children in all cities.

17. Continued agitation for the Public Bath System in all cities.

18. Qualifications in permits to build,

of all cities and towns that there shall be Bathrooms and Bathroom Attachments in all houses or compartments used for habitation.

19. We favor a system of finance whereby money shall be issued exclusively by the Government, with such regulations and restrictions as will protect it from manipulation by the banking interests for their own private gain.

The above is a partial statement of the demands which organized labor, in the interest of the workers—aye, of all the people of our country—makes upon modern society.

Higher wages, shorter workday, better labor conditions, better homes, better and safer workshops, factories, mills, and mines. In a word, a better, higher, and nobler life.

Conscious of the justice, wisdom, and nobility of our cause, the American Federation of Labor appeals to all men and women of labor to join with us in the great movement for its achievement.

More than two million wage-earners who have reaped the advantages of organization and federation appeal to their brothers and sisters of toil to unite with them and participate in the glorious movement with its attendant benefits.

There are affiliated to the American Federation of Labor 118 International Trade Unions with their 27,000 Local Unions; 36 State Federations; 537 City Central Bodies and 650 Local Trade and Federal Labor Unions having no Internationals.

We have nearly 1,000 volunteer and special organizers as well as the officers of the unions and of the American Federation of Labor itself always willing and anxious to aid their fellow-workmen to organize and every other way better conditions.

CONVENTION CALL.

To Officers and Members of the Affiliated Local Unions:

Greeting—The second annual convention of District Council No. 6 of the 1st International District, I. B. of E. W. will be called in Detroit, Mich., same will convene in the Prismatic Hall, on second floor, 140 First street, between Lafayette and Howard streets, Saturday, November 2d, at 9 o'clock, a. m.

Basis of representation shall be as follows: One delegate for the first one

hundred or less and one delegate for each additional one hundred or majority fraction thereof.

Have mailed credentials and annual report blanks to all Locals in the District. Any Local who have not received the credentials and report blanks can obtain same by applying to Secretary-Treasurer of District Council.

The credentials and reports are to be sent in to Secretary-Treasurer not later than October 25, 1907.

I urge every Local to pay particular attention to annual report sheet, by doing so you will enable the Secretary-Treasurer to make out a full report of the existing conditions through out the District, and submit same to Delegates at the next convention.

Hoping that all Locals will render a favorable report, and be represented at this convention; also see that your per capita tax to District Council is paid up.

Yours fraternally,

F. W. STUBENVOLL,
61 Moore Place,
Detroit, Mich.

To the Officers and Delegates of this Convention:

We, the representative delegates of the International Brotherhood of Electrical Workers believe that in the interest of life and property, that permanent inspectors of outside electrical conductors and appliances should be appointed by the public utilities commission to inspect all

such work that may be dangerous to the general welfare of the above.

Therefore, it be the sense of this convention that such appointments would be the means of decreasing the number of injuries, loss of life and property.

Inspectors be practical linemen who have been actively engaged in the business for not less than five years previous to appointment.

Frank J. Sweet, Electrical Workers, New York City.

G. M. Bungniazet, of No. 419, New York City.

John Kerwin, No. 43, Syracuse, N. Y.

J. J. Morgan, No. 41, Buffalo, N. Y.

Andrew Duris, No. 42, Utica, N. Y.

Michael J. Fanning, No. 140, Schenectady, N. Y.

Matthew J. Horohan, D. C. No. 2.

Lewis L. Donnelly, No. 139 Elmira, N. Y.

P. D. C. District Council No. 5 of the First District.

RESOLUTIONS ADOPTED AT THE FIFTY-THIRD CONVENTION OF THE INTERNATIONAL TYPOGRAPHICAL UNION, WEDNESDAY, AUGUST 14, 1907.

WHEREAS, The Los Angeles Times, having secured the unlimited financial backing of the American Manufacturers' Association, and other kindred organizations of capital, is today not only the leading exponent of the so-called "open shop," but is the most unfair, unscrupulous and malignant enemy of organized labor in America, and

WHEREAS, The Times has succeeded in practically disrupting many of the unions of Los Angeles and, unless strenuously opposed, will eventually make that city thoroughly non-union, thereby creating a breeding place for strikebreakers of all crafts and trades, and

WHEREAS, If unionism is crushed in Los Angeles it will be but a short time before the same methods are applied to other cities, and

WHEREAS, The International Typographical Union, having spent more than fifty thousand dollars in an effort to unionize the Times, believes the struggle in Los Angeles has become national in its scope, vitally affecting all organized labor, and should therefore be financed and prosecuted by the great American labor movement through its recognized

head, the American Federation of Labor, and

WHEREAS, We believe that if this course is pursued it will mean not only the unionizing of the Los Angeles Times but the winning of a victory that will be of incalculable benefit to the cause of unionism; therefore

Resolved, That the Executive Council be instructed to prepare resolutions to be presented to the next convention of the American Federation of Labor to the effect that a per capita tax of one cent per month be levied on all members of the Federation, the money raised thereby to be expended by a representative appointed by, and under the immediate supervision of, the president of the American Federation of Labor; and be it further

Resolved, That the Executive Council be instructed to appoint one or more representatives to attend the conventions of national and international organizations and endeavor to get similar resolutions adopted and in every way to further this movement.—*Resolutions presented by Los Angeles Delegates to I. T. U. Convention.*

THE TRAINING OF THE WIREMAN.

BY HARRY S. COYLE.

A PROPOS of the training of the wireman, Mr. C. C. Bateson, one of the most accomplished electrical engineers of this country, said: "That the wireman should be a first class mechanic, and an A1 repairman on electric light circuits, telephones, dynamos, motors and in fact an electrical worker in all that that name implies."

How many men do you know in the electrical craft that would come under this category? The great trouble with the majority of our wiremen is; that after they have graduated from the helper to the journeyman that they show a tendency to become specialists; that is to say that the construction man will not or cannot do repair work, and the same is true of the repairman. In some of our large cities we have men who would not think of doing anything but conduit work and others who will confine themselves to power work. In this way they limit their spheres of usefulness, not only to themselves, but to their employers as well.

Our craft is not so broad that we require specialists. Because a man does not know how to do this or that class of work is no fault of his, but it is the fault of the system which turned him loose as a competent wireman. In order to fill Mr. Bateson's requirements a helper should serve at least two years at general construction work, and if he thinks that a contractor is not giving him a "show" at all classes of work at frequent intervals he should go the rounds of all shops, and then there is telephone work. Bro. Gainer made the remark that of all of the repairmen under him the best were men who had had telephone experience; he is, himself the living truth of this statement. If a man wants to learn the delicate touch, the nicety of adjustment, the close observation of electricity he should apply himself to telephone switchboard work. Here he will learn to read circuits, and the laws of resistance and conductivity are constantly before him. He can also make himself a competent storage battery worker; as a "trouble shooter" of complicated apparatus his equal is hard to find. It is here that he learns the nature of shorts, crosses, grounds, loose connections that are caused by uncleaned joints, varnished, or oil between joints which will stop the operation of the simple door bell to the most powerful dynamo. The similarity of the tests applied for locating trouble in telephone systems and machine work is obvious to all who are familiar with the subject. The faculty of observation goes a long ways in the making of a competent wireman. It is the small and insignificant

that is too often the cause of a faulty instrument or machine, and unless a man is trained to observe closely he will make a failure on repair work. The repair man makes a good judge of how work should be installed for if a piece of work goes bad he is the one to locate the trouble; little things which the installer is apt to overlook may appear later on as a source of much trouble, such as unsoldered joints, or joints where the solder does not stick, low insulation, grounds in switch or outlet boxes, varnish or oil between the wires and binding nuts of a machine, sharp edges on conduits; sometimes conduit boxes are placed too high in the ceiling and the only course left for the men who places the receptacle is to block it out with wooden washers, this is accomplished usually by means of plaster of paris, then along comes the plasterer and places his rosette, this leaves the outlet box about a foot from the ceiling, more or less.

Did you ever have a case of trouble in a box placed thusly? The burden of my argument is, that a wireman should be a repairman as well, and until he is he can never hope to reach the top of his craft.

One can always pick out a good wireman by the way he handles his tools and the condition in which he keeps them; a poor workman always blames his mistakes on his tools, but the most wonderful inventions of the age were made by men who labored with the crudest of tools, which the modern mechanic would relegate to the junk pile.

What makes the union workman a better mechanic than his unfortunate non-union neighbor is, that the union man works with the veteran—the old timer at the business, and learns in a short time what the veteran has learned after years of "floating;" and then again in the union he relates his difficult cases and finds ready solutions from men who have solved these problems time and again. I do not think that anyone can visit any of our representative locals and bring up any practical electrical problem that cannot be solved by the members.

The subject of what a wireman should read is an important one, my object at this time is to give encouragement and help to the incompetent wiremen, brilliant wiremen have every help, but second class wiremen are often neglected and disheartened. I have great sympathy with the latter class, because I belong there myself. There are books which will teach you to see the electrical world as it is, and it will become a most wonderful land, full of charm and use-

fulness, some books will teach you to see with the mind, others will guide your hands on to the fairy lands where the great inventors work.

For a small sum we can purchase the thoughts of the great masters of electrical science; and to fall in love with a good book is one of the greatest events

that can befall us; and I think that every wireman owes it as a sacred duty to his craft to own a little library of his own.

How much do we not do for our bodies? How much thought and money do they not cost us? And shall we not think a little, and pay a little, for the clothing and adorning of the imperishable mind?

BULL DURHAM MADE FROM STRAWBOARD.

Secretary Wilson, of the Department of Agriculture, has been investigating some of the products of the American Tobacco Co., known as the trust, and declares that Bull Durham is nothing but finely cut strawboard soaked in a liquid containing tobacco stems and tobacco refuse. Duke's Mixture is only 10 per cent tobacco, 90 per cent being alfalfa,

a grass used in the West for fattening live stock. This report was published a few weeks ago, and as it comes from Uncle Sam himself we respectfully refer it to those trade unionists who really couldn't find any union tobacco that would equal their Duke's Mixture or Bull Durham.—Journal of Labor, Paducah, Ky.

TO ORGANIZED LABOR---GREETING:

The Commercial Telegraphers' Union of America is now engaged in a life and death struggle with the Western Union and Postal Telegraph Companies and the Associated Press. The fight was not of our seeking, but came as a result of a lack of good faith on the part of both telegraph companies in negotiations with our representatives.

On account of the peculiar work performed by these companies, and the fact their service extends to nearly every town in the United States, every point is affected to a variable extent ranging from one person in a small town to nearly 3,000 in New York City. Every Commercial Telegrapher in North America (including Canada and Mexico), some 28,000 men and women, are indirectly involved in this strike, as well as 47,000 railroad telegraphers.

Over 80 per cent of the commercial telegraphers are on strike, or over 90 per cent of those directly employed by the two companies and the Associated Press. At the inauguration of the strike we were over 50 per cent organized in the commercial companies. Our members responded to the strike call unanimously, and those telegraphers who were not members responded in greater percentage than almost any other union could command—90 out of every hundred walking out.

Our organization has been conducted in a conservative manner since its inception, five years ago, and it has been our desire to continue along the same lines. However, the fight was forced upon us and we are going to do everything in our power to win it. We have a combined capitalization of over \$200,000,000 opposing. We are confident of victory and will win if our sister organizations will assist us.

We are contending for principles vital to every trades unionist, and a defeat for us would be a setback to the entire labor movement.

Our demands are:

An eight-hour day;

Equal pay for equal work by women;

Fifteen per cent increase;

That the company furnish the typewriters.

This contest is now in its second month and sooner or later victory may hinge on our ability to keep our people out a week longer. The companies intend to starve us out if they can.

Our treasury contained a creditable amount at the beginning of this trouble, but the drain has already proven a heavy one. We will need assistance and appeal to you as a sister organization for what financial aid you can render us at this time.

Our fight is won now so far as the sticking of our membership is concerned, but we must keep the companies whipped until they are willing to settle.

To do this we must support our members; to support them we need funds, therefore we ask your aid. We trust that we will hear favorably from you and assure you that your aid will be appreciated.

Make all checks payable to Wesley Russell, General Secretary-Treasurer, Room 930 Monon Bldg., Chicago, Ill., and notify S. J. Small, President, same address.

Trusting you will at once take whatever steps are necessary to secure an appropriation, I remain,

Sincerely and fraternally yours,

WESLEY RUSSELL,

Gen. Sec.-Treas.

Approved:

S. J. Konenkamp,

Acting Chairman General Executive Board.

AN APPEAL.

The Commercial Telegraphers Union of America Affiliated With
The American Federation of Labor.

CHICAGO, Sept. 16, 1907.

To Organized Labor—Greeting:

The Commercial Telegraphers' Union of America is now engaged in a tremendous struggle with the Western Union and Postal Telegraph Companies and the Associated Press. The fight was not of our seeking, but came as a result of a lack of good faith on the part of the employers in negotiations with our representatives.

Over 80 per cent of the Commercial Telegraphers are on strike, and over 90 per cent of those directly employed by the two companies and the Associated Press. Our members reported to the strike call unanimously, and 90 per cent of those Telegraphers who were not members walked out, and are still out.

We are contending for principles vital to every trades unionist, and we believe a defeat for us would be a setback to the entire labor movement.

Our demands are:

AN EIGHT-HOUR DAY.

EQUAL PAY FOR EQUAL WORK BY MAN OR WOMEN.

THAT THE COMPANIES FURNISH TYPE-WRITERS.

We are now in the fifth week of this struggle and sooner or later victory may depend on our ability to give financial assistance to the strikers.

Our treasury contained a creditable amount at the beginning of this trouble, but the drain has already proven a heavy one.

For more than a month the strikers have presented a solid front, reiterating day after day and week after week their determination to remain out until an honorable adjustment is had. The employers, on the other hand, "stand pat" and say to the press "the strikers will return to work once their pockets and stomachs become empty."

It comes to us from reliable sources that the Board of Directors of the Western Union, at their meeting a week ago, decided to continue the fight for a limited time, or so long as the public will tolerate the demoralized condition in which the telegraph service of the country is now in.

Feeling that we cannot with honor to ourselves, and in justice to our fellow workers and those in sympathy with the trade union movement surrender to the telegraph trust, we make this appeal for financial assistance, in order that we may care for our members while the strike lasts. Our fight is won so far as the sticking of our membership is con-

cerned, but we must have outside assistance in order to win.

Men and women cannot be expected to long contend for their rights upon hungry stomachs; to provide at least the absolute necessities of life is essential, and to secure these we require your financial assistance. We therefore ask your aid. We trust that we will hear favorably from you and assure you that your aid will be appreciated.

Fraternally yours,

Attest: S. J. SMALL,
WESLEY RUSSELL, President.
General Secretary-Treasurer.

N. B.—Make all checks or money orders payable to Wesley Russell, Secretary-Treasurer, Room 930, Monon Building, Chicago, Ill., and notify S. J. Small, President, same address.

OFFICE

AMERICAN FEDERATION OF LABOR
WASHINGTON, D. C., Sept. 18, 1907.

To Organized Labor:

The appeal of the Commercial Telegraphers Union for financial assistance has the full endorsement and approval of the Executive Council of the American Federation of Labor.

Realizing the tremendous importance and the vast interests involved, the Executive Council tendered its good offices to both the organization and the companies. The organization accepted the offer, both the companies spurned it. It is evidently the policy of and hope of the companies to not only crush the Telegraphers organization, but their spirit and aspiration for a brighter and better day. While we do not aim at the humiliation of the companies, yet labor and its friends cannot permit the men being ridden over roughshod.

An honorable adjustment of the contest can be attained, if the companies understand that the Telegraphers can not be starved into an unconditional surrender. To accomplish this purpose labor must come to the financial assistance of the Telegraphers.

All unions are urgently requested to at once donate and voluntarily contribute as generously and promptly as possible and to forward same to WESLEY RUSSELL, Secretary-Treasurer, Room 930, Monon Building, Chicago, Ill., and notify S. J. SMALL, President, same address.

Fraternally yours,

SAMUEL GOMPERS,
Pres. American Federation of Labor.
Attest: FRANK MORRISON,
Secretary.

CORRESPONDENCE

New York.

I have recently been appointed Press Secretary, and will endeavor to the best of my ability to prove a competent one.

I wish to state that we are wide awake here and are rapidly increasing our membership. We are going to have a ball the 30th of November, 1907, to be held at Yorkville Casino, 86th street near Third avenue, and it is up to every electrical worker to attend this ball.

We meet at 145 East 53d street every Friday. Our one great trouble still remains—members fail to attend the meetings. There are a certain few you can depend on being present at every meeting. Out of three hundred and fifty members only forty to fifty is the average number to the meeting.

Brothers, come to the meetings and keep your due books paid up and don't wait until we tell you you are in arrears. When you are out of work it don't take you long to come down to the meeting and see if we can get you a good job.

I also would like to state that open meetings will be held as soon as they can get a hall large enough, as all electrical workers have been invited.

Well, I guess I have taken up space enough for this time, so will "ring off." Hoping to hear from other locals, I remain,
Your Friend and Bro.

Chicago No. 9.

Many greetings from Old No. 9. It is not many years ago since we were well known as the largest and best local in the west. After the big telephone strike was called off we had about as much prestige among labor organizations as "Hinky Dink" has with the "Big Stick," but, am happy to say at the present time we are away to the fore with a membership of nearly 600 and are taking in more every meeting.

We owe thanks to those members who have attended meetings regularly and have fought for No. 9's interests and have made it what it is when the outlook was so dark.

While thanking the above referred to members I do not wish to overlook the other fellows—the non-attendant and the "knocker," also the man who never has any time to attend regular meetings but gets his information second-handed and proceeds to tell how it should be done. As an example:

Several of the boys were talking about the picnic held by us on Labor Day—which was a success in every way. One stated, "Instead of making \$250 or \$300 we should have cleared twice that sum and would have if there had not been so much grafting going on." Upon being questioned they admitted they had not attended the picnic, so that it can easily be seen what grounds they had for knocking.

Work has been rather slack the last year or so, although a great majority of the members have found steady work. The "floater" has not had much of a chance but a few have succeeded in landing some of the good jobs.

Bro. Paul Willie of Local No. 376 left here on September 19, 1907; destination, Butte, Montana. Brothers in Butte take notice, as our loss is your gain. He is employed by the Automatic Switchboard Company and will be working for the Independent Telephone. You will find him a live one and O. K. in every respect.

As this is my first attempt as Press Secretary I will cut it short until we are better acquainted.

Fraternally yours,

M. J. H.

Omaha No. 22.

I will state that No. 22 has thrown aside the old wooden plow and we are now turning under the weeds of our jurisdiction in an up-to-date manner.

We are affiliated with the newly organized Structural Trades Alliance. For the short time this body has been organized it has accomplished a great deal for the B. T. bodies of this city.

We have already succeeded in persuading one of the shining stars of the Business Men's Association to discharge his nonunion carpenters and hire union ones in their places. But needless to say he was from Missouri and we had to show him.

The Business Men's Association of this city is organized for the purpose of busting labor organizations, but if they would only come out of their beauty sleep for a few minutes they would find out their policy is two hundred years behind the time, and their fight has proved as hopeless as the battle of the fire-flies against the darkness of night. The man who two hundred years ago dared organize the laboring classes or to speak the truth in

their behalf faced not only poverty and disgrace, but in many instances death as well. To defy your master (for in those days a workman was a little better than a slave) was to make a halter for your neck. But as time progressed he gradually raised himself out of the mire of ignorance, until the leaver of his intelligence placed him in his present condition. Nevertheless there is much to learn and while we must admit that organized labor has made many mistakes, the good it has done for suffering humanity greatly over balances its mistakes. We know we are far from being perfect. In every union there are things that should be preserved and there are also in my estimation a few things that should be destroyed. We should always try to preserve the good and destroy the bad. We should also understand one and other thoroughly and endeavor to do what is right.

We don't need clever men to run a labor union nor do we want them in a position where their cleverness will get us into trouble. What we want are good, safe men—men who think, and men whose brains are not mortgaged to those who are not in accord with our principles. Because a man is in good standing with his union, that don't necessarily imply he is a good union man. I know a few men who have a paid-up card who avoid their meetings as they would the leprosy. These very same men who are the very last men to attend their meetings are the first to complain. There is still another fellow who always works and is always behind in his dues. When he is dunned for them he usually complains of the deal the union is giving him.

Organized labor was established for the purpose of perpetuating justice, right, honesty and liberty. And to do right is its religion. Organized labor contends that this nation rests upon the shoulders of its workers, and the workers are entitled to enough to wear, enough to eat, and his wife is certainly entitled to be as well dressed as those of the society drone dome. And it furthermore contends that every man is dishonest if he lives upon the unpaid labors of others even if he is in good standing with the banks or has an A-1 rating with Bradstreet.

Organized labor has very few foes, because its principles are the principles of a majority of the country. But there are still a few who possess what we might term an ingenious ignorance, namely, Old Post and his bunch, and last but not least the Business Men's Association of Omaha. What these men have done would make a Hottentot blush with shame. This combination is the outgrowth of the Citizens' Alliance, and you can trace them both back as having originated from the A. P. A.'s.

Old Father Adam was handed an apple. The Citizens' Alliance tried to hand organized labor a lemon, but public opinion handed them back a cement sidewalk and a banana peel, resulting, the old scare crow was knocked to pieces in the flop. And now the Post Combination whose principals are the cruel masters of two hundred years ago, have come to the rescue. And if tomorrow this free air of ours were switched back to that of a kingdom, it would not surprise me in the least if the Earl of Postrum would adopt this old rag with its flimsy cross sticks as a label for his grape nuts, or better still, a coat of arms for his family carriage.

And there is still another, all knowing soft handed, never sweat rascal you have got to look out for. The political advance agent. He usually springs up just before election time. He works his way into a local and as for the obligation he took you could expect just as much from Mike Kelley's cats. He is in the organization to further his own interest and let may happen to the union. It only takes a few of this type of men to bust the best of organized locals.

I don't believe in a labor organization going into politics. For when it enters the political field its loses the principle for which it was organized. But I do believe that the individual should cast his vote for the best interest of his fellow workmen.

With best wishes to you and the I. B. E. W., I am,
Fraternally,
JOE WALLMANN.
Press Secretary Local No. 22.

Cleveland No. 39.

Local No. 39 was the only representative of the I. B. E. W. in the parade Labor Day. I do not know why the other three Locals did not celebrate as they owe much to the cause of Labor, especially Local 38, who was heretofore the prime mover in such matters. Perhaps they have developed a new spirit like Parry, Post and Company, who believe the open shop is the best type of unionism (for the bosses), or perhaps they think that they are strong enough to fight their own battles alone and unaided.

On Labor Day we celebrate the grand ideas which unionism stands for and try to the best of our abilities to show our appreciation of the good which we have received from our united efforts and anyone who has received these benefits and is too lazy or indifferent to turn out on that day should get out of the movement and go back to the old scale of wages and hours, for they are no good to the cause of labor. I see that Bro. Al McIntyre has returned to Cleveland and you can gamble on it that old 38 will turn out next Labor Day.

Bro. Patty Dunn must have been out of town Labor Day or there would have been "something doing" were he around.

We have a few in 39 who did not show up in the parade, at least I saw several familiar faces on the sidewalk as we went marching by. We did not capture the prize, but we made a good showing and what is more, we upheld the reputation of the Electrical Workers for loyalty to the cause of Labor.

Bro. Charlie Collins fell from a pole several weeks ago and was severely injured, it will be many weary months before he can be up and around again, so brothers do your duty by him as he is true to the core.

Have you a button for the current month? If not see the Financial Secretary and he will inform you how to secure one.

Bro. Campbell would like to hear from all of the brothers who have not settled for their Labor Day suits.

Bro. Patterson, a loyal and true member of our Local was electrocuted while at work on a pole several days ago, his death was witnessed by several hundred people who heard his cries of anguish, but were powerless to aid him, but such is usually the closing chapters in the life of a lineman.

H. S. C., Press Secretary.

Scranton No. 81.

Bro. Eugene Pettit as killed by coming in contact with a live wire while doing duty as a lineman for the Consolidated Telephone Co. Bro. Pettit was one of our very best members, one that had the interest of his Local at heart and his fellow men. "Jean," as he was called, was always ready to help a needy brother and was one of God's noblemen. We will miss him very much. His remains were taken to Hallstead for burial, Local No. 81 sending a very fine flower offering—the broken circuit, and a committee attended.

Providence No. 99.

"Verily the Lord giveth and taketh away."

It is with a feeling of sadness that I have to report the first death that has occurred among the members of No. 99 since its organization. Truly the good Lord has dealt gently with us and we feel grateful to Him for His kindness.

On the morning of September 8, 1907, Bro. Daniel F. Mountain after a week's illness passed over the river to that bourne from which no traveler returns.

In the decease of Bro. Mountain our Local has been shorn of one of its brightest young stars.

Although hardly a year in the organization yet he had shown himself to be an earnest and capable worker in the field

of trade unionism. We shall miss him, but we shall try and remember that what is our loss is his gain, the cares and troubles of life for him are over. At our meeting on Monday evening a committee framed suitable resolutions.

Boston No. 104.

In the last issue of the WORKER we advertised three men who owed Local 104 money, up to date we have received no reply from any of the Locals. I think it is up to some of the secretaries to get on to their jobs, as it is over five months since they left Boston and they said they were going to Chicago, so wake up Locals 9, 49, 282 and 376, because if they get in there they will stick you too.

I would advise all traveling card men to keep away from Boston for the present, as trade is rather quiet, and at the same time I would suggest that they look after their loose change, as Local 104's men's patience is getting rather low as the floaters, so-called, have a bad habit of giving a hard luck story every time they hit Boston.

On Labor Day we held an outing and field day at Hough's Neck, Quincy, in conjunction with the state branch of Electrical Workers, but I am sorry to say, that owing to the rain and the lack of interest shown by the men outside of No. 104, it was a rank failure.

We have initiated 9 men and are acting on applications of 35 more, which shows for itself that a Business Agent is a good thing to have. We have several important committees out just now and at the next writing I hope to be able to let you know the result, for if they make good it means jobs for a lot of good card men.

We had our Grand Secretary here for about two weeks, and he gave us an interesting talk on (Organization) and the interests of the I. B. E. W. in general.

The following are the three men who stuck Local No. 104: William Barrett, \$10.00; Robert Robertson, \$5.00; J. Clausen, \$5.00.

Fraternally yours,

J. M. MAC EWAN,
Press Secretary.

Toronto No. 114.

I will try and let you know a little about the above Local. First thing, there is a strike on, out in sympathy with the steamfitters and plumbers and we have got most of the fifty members that came out work elsewhere. There is a big fight going on here and the bosses are endeavoring to down the union man and say they will have open shops but I think organized labor will have a say yet a while.

The employers association has posted up in their office, ten hours per day for all machinists, plumbers, fitters and every other trade. Now we are endeavoring to

aid the fitters and plumbers all we can, for if they win their fight it is our gain and the bosses are giving us a hard fight. They are bringing in strike-breakers from all over the United States, Canada and England. They are bringing the would be wiremen to fill our places and they are doing us more good than harm. Might also state that G. V. President Reid has organized a District Council, the first in Canada and I think that thereby some good done and have Canada put on a good footing and the President of the Council and organizer is Bro. J. A. Mongean, and being able to speak the French language I have got a good man and with the assistance of every Local in the Dominion there ought to be a good work done for I tell you Brothers, we have got to get to work and every man should be his own Business Agent and not have a non union man around this fair land and we wish the officers in this new formed Council every success in their new sphere of work and good results to come.

Our own Local is going ahead, and keep gathering them in.

Thanking you, Mr. Editor for your space, and wishing our Brotherhood every success, I am,

Yours fraternally,
CHAS. T. LACEY,
Recording Secretary.

TORONTO, CAN., Aug. 31, 1907.

F. J. Creenan, Esq.

Dear Sir and Brother:

WHEREAS, It pleaseth the Almighty Father who has seen fit to remove from your midst your beloved mother, one that was dear to every heart in your home and from your father a loving partner, one that had rocked you in your cradle bed with loving care and pride and is now in the loving care of our Heavenly Father and beyond all cares of this life, where she will rest and suffer pain no more. And, as the evening approached and falling peacefully to sleep in the midst of a family circle the Angels hovered around your home and whispered sweet peace and rest in the Home beyond the river. Therefore, be it

Resolved, That Local No. 114, I. B. E. W. extend their heartfelt sympathy to you and your family and we trust that this heavy burden which God hath placed with you will be borne with Christian fortitude and that you may comfort yourselves with the knowledge that the parting is but for a short time and the tender ties that Home beyond the grave.
That Home beyond the grave.

We are,

Yours fraternally,
F. G. STROUD,
M. NEALON,
CHAS. T. LACEY,
Committee.

Denver No. 121.

As I have been unable to see last month's WORKER yet as me being out of town, I do not know if my last letter was printed or not, but I hope it was.

Well, we are in La Junita rebuilding the light plant here. Well in regards to our Labor Day, will say it was a grand turn out in general. There was lots of talk about the electrical workers carrying off the banner, but I guess it was a dream. The Labor Day Committee held its doings at Electric Graderes. The linemen had a pole climbing contest, and rope throwing. The pole climbing was won by Bro. Garvis. The writer had bad luck on the last pole by hitting a crack or he would have been around first place. Bro. Donnelly I believe got 2d prize and so on down the line. As there was some twenty rope throwers we only had one trial. I only hit the wire, so therefore got fourth money. Some brother from Greely got first.

Tomorrow night No. 121 gives a smoker of which I regret very much that I can not attend, also the barbecue to take place next Sunday of all unions at Eldorado Springs.

Hello, Local No. 62, how did you come out with your strike, why don't some of boys answer my letters I wrote you, or is it you never got them.

Well, I am off the line. Hoping this will reach the WORKER in time to be published. Hello to the brothers. I am for the I. B. E. W.

HERMAN DEROLPH,
Press Secretary.

Schenectady No. 140.

We are taking in new members each meeting night but with the new members we are taking in we at the same time are losing good brothers that take out traveling cards to go to another field of labor and must say to all sister locals that any time they receive one of the green cards with Local No. 140 seal on it, you can wage all you got he is a good union brother.

At the present all brothers are at work here and as a general rule any floating brother gets a job.

I wish the I. B. E. W. brothers would get busy and answer communications as it isn't very nice to wait two or three months before getting an answer as I have been doing the past year.

If Local No. 6 sees this we would like to hear if they got the money that was donated by some of the brothers in their anxiety they wish to know as they all like to know what becomes of their coin.

Wishing all brothers success, and best wishes, I am

Fraternally yours,
J. B. WELCH,
310 Lafayette st.,
Recording Secretary.

Fort Worth No. 156.

All the brothers are working that are able. Bro. John Moore still on crutches. Bro. McVally underwent an operation for appendicitis. Bro. F. L. Tomkins now on the sick list.

On Sept 27th, Chas. Johnson (better known as "Swede" Johnson) was burned to death by coming in contact with primaries of the Citizens Light circuit. He was dead when found. Sorry to say that he had been in arrears for past 3 years, but the members of 156 made up a purse and gave him a respectable burial in Oakwood Cemetery.

Local 156 has drafted new set of by-laws. We have also adopted the attendance card system, and expect good results therefrom. One word to traveling brothers. When arriving in Fort Worth, see that your card is "18 karat." We have a deaf ear to all "excuses." The Street Railway in Denton is nearing completion. Bros. Simpkins and Brooks are working in Denton under Bro. Pete Switzer.

As time is short will have to close.

Fraternally,

ROBERT G. WRIGHT, (Old Crip),
Press Secretary.

Winnipeg Nos. 166 and 435.

On August 27, 1907, G. V. Pres. Reid addressed a mass meeting of the two locals, 166 and 435. There was a large turnout of members to welcome the V. P., who gave a most eloquent address, which caused some heated discussion on both sides, and after an exchange of views a most interesting meeting ended by a vote of thanks being given to Bro. Reid and with every success for his western trip, he departed from our midst.

Dubuque No. 198.

As it has been some time since there was a letter from No. 198, I will endeavor to write one as the Press Secretary has been in the hospital with a broken leg for three months, but will be on deck October 1st. The labor day parade was the largest in the history of our city and No. 198 done well in the ranks. A large sum of money was made at the picnic and will swell the Federation treasury. Local 198 held their annual stag picnic Sunday and it was well attended by the members. Four large watermelons and 8 gallons of Mulligan were on and towards evening it looked like a German picnic. Box car Kearney, Jr., was the cook and as no one died it was declared a success. In the afternoon there was a ball game between the linemen and the Rockdale Stars and the gainers won, 7 to 3. The features of the game was the heavy hitting of Bones Chalder and the catching of Kurz. After the game supper was served and we started for home which was reached without incident.

Work is fair here as all the boys are working. Bros. Duggan, Fogarty and Correll are gone to Decorah to work on the Exchange. The Independent will rebuild in the spring it is said, if so work will be good next summer. Bro. Tex Strahl was here a few days bound south which indicates ducks will be flying soon. He just blew in from Idaho and said all were out in the Rockies.

With best wishes to all, I will close.

T. JESS,

Press Secretary.

Vancouver No. 213.

Yours truly has received several "calling downs" for not writing to the WORKER, so I thought that I'd take the hint and give you a little news.

The main topic of conversation in this part is the Asiatic question and we've certainly got something to talk about when they start dumping in Orientals at the rate of 1,000 per month its about time a "holler" was made. In fact "hollering" was too mild for a mob which congregated a short time ago and they weren't satisfied until every Chinese and Japanese window in town was smashed.

Arrests were numerous but I believe that out of the two dozen persons arrested only two belonged to any trades union. The Anti-Asiatic League is doing good work and keeping the Asiatic question before the public, but in my opinion they will have to get stronger weapons than petitions to Ministers of the Crown before they can accomplish much.

A short time ago the Cooks and Waiters Union gave their employers notice that 30 days from date they would not work in any place where any Oriental was employed in any capacity and now lo and behold the Chinks (and nearly all the cooks and dishwashers here are Chinks), retaliated and also gave the employers notice that they would not work with white men—funny isn't it?

As far as Local 213 goes we are doing fine, and for the first time for years we can show a good surplus in our treasury.

On September 11 one of our brothers, James Plowman was electrocuted while working for the B. C. Electric Ry. Co. here.

He was working on 500 v. and reached up to hang his monkey wrench on a primary, the insulation of which was burnt off by a tie wire. Bro. Parker was working along side of him and although he acted with promptitude and tried all methods, nothing could be done for our unfortunate brother who never showed any signs of life. What makes the case still sadder is the fact that Bro. Plowman left a wife and three young children.

This is the third death we have had in the Local by electrocution and sad to say two of them were in bad standing at the head office and the third, Bro. Plowman

had only been a member of the Brotherhood for a few months and so was not entitled to any death benefit from head office. However, Local 213 took charge of the funeral arrangements and we certainly had a splendid turn out. I often think its a pity the bunch don't turn up to meetings the way they do to funerals.

Work is pretty lively and everybody is working, but suppose things will slack up as the winter advances.

Yours fraternally,
W. E. MANNING,
Press Secretary.

Beaumont No. 221.

As it has been some time since Local 221 has been represented in the WORKER, I will try and get a few lines in just to let the brothers know we are still on the map.

We have had plenty of work all summer, but since the Gulf Pipe Line Co. and the Texas Company have finished their lines to the Territory, work has been a little slack. But all the boys who came back to Beaumont after the job was finished are working now.

We have a new set of by-laws which have just gone into effect. One feature of the new by-laws is that a fine of twenty-five cents will be imposed on all members for non-attendance of meetings.

I do not know how much work we will have here this winter, but all the Electrical Tourists coming this ay, with a paid up card in his clothes, will find a welcome, and if there is anything doing he will get it.

We have the following officers for this term:

J. O. Alexander, President; W. O. Trotman, Vice President; Robt. Ramey, Financial Secretary; R. A. Benson, Recording Secretary.

We meet the first and third Tuesday nights at Trades and Labor Assembly hall.

ROBERT RAMEY,
Press Secretary.

Williamsport No. 239.

We are glad to report progress for L. U. 239 at last, having initiated 21 new members during September, with good chances of more soon. We haven't set the pace right yet but as the weather gets cold we expect our attendance to increase and to have the meetings grow more interesting. The Wild Dutchman Curt Jaenicke has taken a card out here and is stirring things up on the American Union. Bro. Thos. McCarthy dropped into town from Danbury, Conn., and hooked up with the American Union. Bros. Jesse Fox and Bruce Thompson were with us for a while but couldn't stand the jar of ten long hours for two fifty per, so they moved southward. We have enough work to

keep every one busy but there is no rush of work here at present. We are hoping to do away with the ten hour jobs before long, also are going to try for more money.

Fraternally yours,
F. B. LONG.

Oakland No. 283.

It is with deep meditation and sorrow that I write my report this month owing to the dreadful accident which happened to our highly esteemed brother, Fred C. DuVol and caused his speedy death. The deceased was at the time going up a pole and in some way came in contact with a high voltage circuit which held him for a short time and then he fell from the pole to the pavement, a distance of thirty feet. His brother workmen did all in their power to resuscitate him and had the ambulance on the ground in a short time; they then made a fast run to the Emergency hospital but upon arrival there the doctors pronounced life extinct.

Brother H. M. Murray who was present at the time of the accident when he saw Bro. DuVol tied up started up the pole to render what assistance he could but before he could reach him he, Bro. DuVol, got loose from the circuit and fell from the pole with the results as stated above. This happened in the afternoon of August 29th, last. The remains were accompanied to his home in Knoxville, Ill., by Bro. Carl Biers, of No. 283. Bro. Biers has since returned and reported that all arrangements were carried out in first class shape. The body was in such good shape that they, his relatives and friends reviewed the same before interment.

Local No. 283 also sustained another loss by the death through sickness of Bro. Ray Cooley who died on August 26th last. The deceased was a new member who was not in membership the required length of time to be entitled to the benefits but No. 283 done her duty as she always does in such cases.

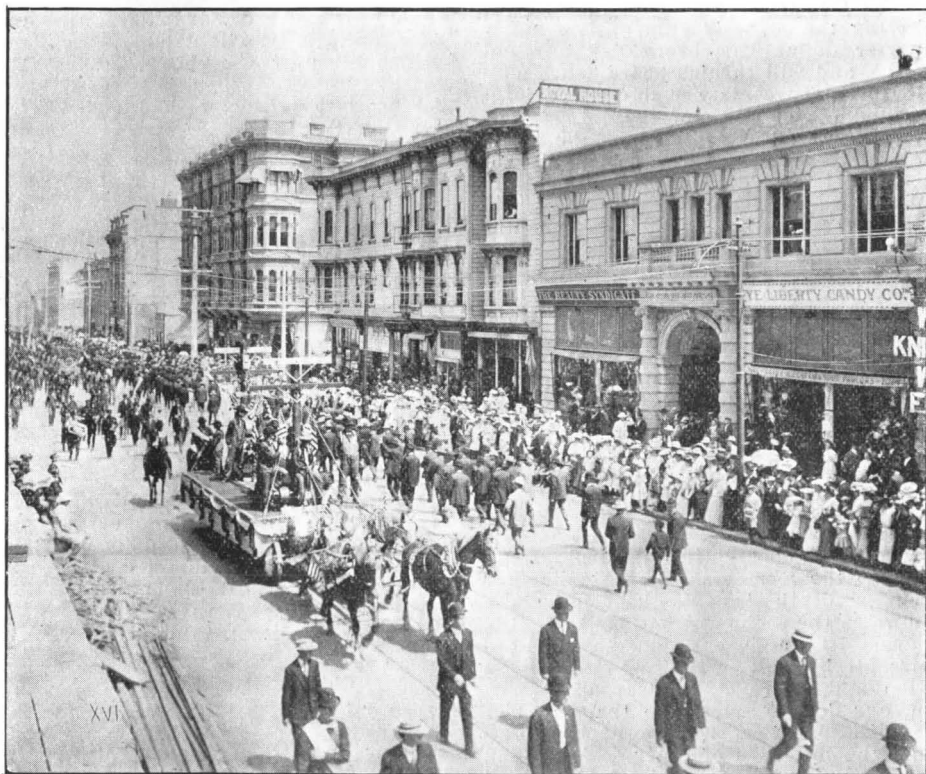
Now brothers, I will state that conditions are looking a little brighter around here in the line of work. The several companies have been adding a few line-men to their list still there is no demand for men in general. I am in hopes that work will be plentiful this winter but one can not tell what these corporations will do. The Home Telephone Company are now giving service and I am glad to state that it is highly satisfactory up to the present time. Bro. W. C. Ross is now general foreman for the Home and this company have done well by securing his service so there is none more fitted to fill this position.

Now a few words concerning Labor Day. Here in Oakland there were twenty thousand men and women in the parade which was held jointly by the building

trades and central labor councils. It was the most successful demonstration ever held in this section. The various organizations were well represented with floats the electrical workers included. Locals No. 283 and 595 (formerly Sub. 1 of 6) paraded in a body, wore the same uniform and both Locals united in building a float which represented the different branches of our trade and now comes the most cheerful news, we won first prize for the floats, the Butcher's union receiving second prize. The prizes were as follows:

I thought I would try my hand as our press secretary did not do very much after he was appointed for I only seen one letter in the WORKER. Well brothers I started to write a letter to the WORKER last month but I seen that I could not get it there in time so I am going to make sure this time.

Well, we had Bro. J. J. Read with us here last month and we were very glad to have him and if he could have stayed longer we would have liked it ever so much more, but the short time he was



NO. 283.

First prize, \$50.00; second prize, \$25.00. Now you see what the electrical workers can accomplish if we will only act together.

Mr. Editor I am mailing you some photos of the float and will ask you to have same put in WORKER and now so my letter has grown long I will close, by wishing all members of the I. B. E. W. every success.

Fraternally,
HUGH MURRIN,
Press Secretary.

Fort William No. 339.

As it has been some time since Local No. 339 has had a letter in the WORKER

with us I think from the bottom of my heart that his visit will do some of our brothers a lot of good and I trust that it will. Well we called a special meeting for Bro. Read and got one more in the ring now and have some more on the road. We are getting them in one by one and I think that next spring we will get a little better shape than we are in at present.

Well, Bro. Read and myself went to see a brother in the hospital with the fever. He came from Spokane, Wash., Local No. 73 and he took sick before he had time to deposit his card and he died on August 31st and our Local done all we could and sent the body home to his parents at

their request. He was only a member since June. Everything was done for him that could be done. Well as this is my first start I don't think I will take up anymore of your space and hoping I am not asking too much room in this one.

With wishes to the I. B. E. W.

Fraternally yours,

C. CHESNEY.

Los Angeles No. 370.

Well, we are here again and most of our members working after the big lay off but some are yet idle. They might get work on the Owens river aqueduct. They are offering the princely sum of two and a quarter dollars for every day any one works, and will furnish board (such as it is) for sixty cents per day. The large heartedness of some of these L. A. employers is well exemplified by the smallness of the wages offered.

I expect to give a list of wages paid in most lines of work here but my friend Warner of No. 61 did that in last months WORKER so there is no use of my going over it again, but I want to call attention to brothers who contemplate coming here of the cost of living. Potatoes are three dollars per hundred; butter, per pound, is forty-five cents and 14 ounces to the pound, while strictly fresh eggs, just from cold storage are selling at forty cents, but we have a fine climate and if you want to come out here come on, but bring your card in the name of all that is holy, bring your card and then don't forget to deposit it in some other place beside the bottom till in your trunk.

The great mistake in not keeping dues paid so the members will be in line for sick or death benefits has just been shown in the accident that befell our Bro. Snead. He was just far enough behind to miss all benefits. But, we see this so often and then get careless about paying our dues we don't do that in other organizations neither do we neglect to attend the meetings of other societies and yet our Union is an organization that will do us more good in this life and just as much in the next if we attend it just as regular and give it the same support and work just as hard for an increase in membership as we do in them, but why all this. Most of No. 370's boys are boosters alright, but then there are some that we don't see after and I wonder if they stop to think that they are missed not missed altogether on account of their membership but for their personality and the social side of the business too if you haven't been coming, come and see how it feels.

M. C. M.

Winnipeg No. 435.

It being some time since Local No. 435 was heard from I venture to write a few

words to let the Brotherhood generally know, that we still exist, and are doing business at the old stand. Things are rather quiet here just now, and we are losing a number of members, who are taking out traveling cards, and making for warmer climes. We had a good turn out Labor Day, No. 435 being highly commended. I may say that our boys as usual won the Tug of War cup, beating all comers, with a good pull, a strong pull, and a pull altogether. If we could only get our members in Canada, to pull together as unionists, half so well, we would not be long before we could talk business, to our very great advantage, with the telephone, electric light and power companies all over Canada, from coast to coast.

Since last writing we had a visit from our G. V. P., J. J. Reid, who, at a special meeting held in conjunction with Local No. 166, I. B. E. W. gave us a most interesting account of his work in endeavoring to organize Locals in Eastern and Western Canada, and who I think, considering the great difficulties and the large territory he has to cover, made a very good showing, however. Organization is what we want, and, what we must have if the I. B. E. W. is to be of any lasting and permanent benefit to electrical workers in Canada. So I say to the brothers attend your meetings, take interest in what goes on, and help your officers out as much as possible with your suggestions and advice.

Well, Mr. Editor, I'll open the line here trusting you will find space for an amateur letter writer, who is doing the best he knows how, I remain,

Yours fraternally,

A. MILES,

Recording Secretary.

Chicago Heights No. 506.

I would like a small space in the WORKER to let our brothers know that Local No. 506 is getting along all right; it has been a long time since I saw a piece in the WORKER from our Local. If any fellow workman should be passing through Chicago Heights, Ill., with the green goods on them we accordingly invite them to attend our meetings at West End Ave., every first and third Tuesday in the month. If they haven't got the green goods on them they might as well stay away or there will be nothing doing for those kind around here.

I will now close with wishes to the I. B. E. W.

Fraternally yours,

GEO. LITTLE.

Burlington No. 525.

I will try and get in a few lines from No. 525 again this month. We are still in line, and all of us have plenty to do at

present. The Bell people are cutting over here now. We had a fine time here Labor Day. No. 525 was out with a nice float and all the boys in uniform. Some of the boys from 173 was here and was in the parade. All the different unions in the city was represented in the parade making about 2,000 men all in uniform and they showed up fine, 3 or 4 of our boys was too busy to attend the parade and at our next meeting they was all fined \$2.00 each which helped out our treasurer some, and I think it will help to remind them to attend next time.

With best wishes for the I. B., I am,

Fraternally yours,

GEO. A. NEAL,

Press Secretary.

Edmonton No. 544.

Just a few lines from Local No. 544 to let the brothers know we still exist and are going ahead. But sorry to say work in our line is very dull at the present time. The Telephone have laid off all men except enough to keep out the few stray crosses in their lines.

What is the matter with Locals Nos. 56 and 187, wake up brothers, we would like to see a letter from you.

Well, I guess I will pull the switch for this time.

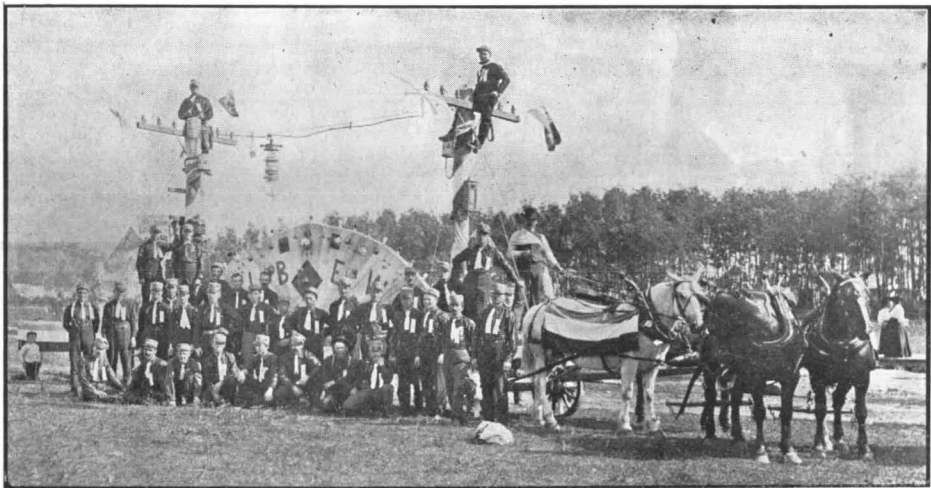
Fraternally yours,

J. M.

Detroit No. 553.

As we have had no letter in the WORKER since June the brothers of the Local thought it was about time the sister Locals heard from us, therefore appointed me to do the job. Well brothers we have every man in the state with us and so successful have we been in regards to members, we went in the Labor Day parade and captured first prize for the best float in line, the prize being a base burner stove donated by the Penninsular Stove Co., of this city. We have also held an election since last heard from the brothers elected being as follows:

President, F. A. Hall, 91 15th st; Vice President, Jos. Hummerich, Mich. State Tel. Co.; Financial Secretary, D. J. Fournier, St. Clair Heights, Mich; Recording



NO. 544.

At our last regular meeting we had the pleasure of listening to our Grand Vice President, J. J. Reid, giving us some fatherly advice.

Bro. Reid although only a short time with us did a lot of good for No. 544 and the boys appreciate his call very much.

Well, Labor Day his come and gone once more, and No. 544 certainly made a grand showing in our city by capturing the first prize for the best float in the parade and also the first prize for tug-of-war team.

Bros. Miller, Yeager and Wilkinson have been with us all summer, but have gone on government jobs for the winter.

Give them the warm hand when you meet them.

Secretary, Jas. H. Simmons, 175 E. Fort st.; First Inspector, W. L. Snyder, 232 Porter st.; Second Inspector, C. Hartay, Home Tel. Co.; Foreman, W. Hall, Mich. State Tel. Co.

Another thing the Local wishes me to state is, work is not very brisk here just now and any brother coming this way had better write us first as there is a number of brother splicers here not working. Wishing success to all sister Locals and the Brotherhood in general, we remain,

Fraternally yours,

JAMES G. DUYER,

Press Secretary.

Bremerton, No. 574.

Just a few lines from what is known as Burwell Local No. 574, of Bremerton, Wash., named after Rear Admiral Burwell, commandant of the Puget Sound Navy Yard, who has done much to better the condition of the employees.

Brother Frank Didisch, District Organizer dropped in on us July 12th, rounded us up and organized us on the 12th with a membership of nine. No. 574 is composed of the electrical workers of the Navy Yard, Men of War and a few local journeymen. Several of the boys were in arrears but came forward voluntarily. Every meeting sees a few more initiations and we now have a membership of thirty-six, with five on probation.

We being government employees are not in a position to dictate as to working hours and wages, therefore a strike or lockout is unheard of, but instead get together and have some nice discussions and general good times.

The officers are as follows: President, Theo. F. Arnott; Vice President, Ernest Butler; Fin. Sec'y, J. P. Johnson, (Pete); Rec. Sec'y, Dan'l B. Starr; Foreman, E. M. Keil; First Inspector, John Golding; Second Inspector, P. J. Hanberg; Trustees, Ernest Butler and H. E. Truax.

On August 22d, Bros. Hasting and Hilbert from No. 217, visited us. Bro. Hilbert, Financial Secretary of No. 217, addressing the members. Bros. Arnott and Butler returning the visit. Our regular meeting nights are 2d and 4th Thursdays of each month.

With success to the I. B. E. W., I remain,

Fraternally yours,
DANIEL STARR,
Recording Secretary.

El Paso No. 583.

The readers of the WORKER will be interested to learn that L. U. No. 583 was organized here on the night of October 27th. We have thirty-five charter members and at our next meeting, which will be held on next Wednesday night, we expect to receive into fellowship a number more brothers of the craft. We are assured of a membership of at least sixty before the charter is closed, by a careful canvas of the city we find that practically every man of the craft has the proper spirit and very little missionary work will be required to make the beautiful Pass City solidly union.

It is no idle boast to say, we have material here for the banner local of the district.

Our geographical location is such that only men who are sure of their ability will venture this far from home. We are truly journeymen.

Our officers are all men of sterling worth both as men and electrical workers. Their fitness for the various offices was so clearly recognized that they were with few exceptions elected by acclamation.

Our president, Mr. Ingersol, despite his infidel sounding name takes hold of the reins of office in a way that proves he has faith in the I. B. E. W. at least, while the office of vice president fits Bro. Adolph Luth like it was made to his order. For treasurer who more befitting the position than Hank? Since it was through the faithful and untiring efforts of Bro. Gilbert that our fellows were brought together he was of course unanimously acclaimed financial secretary. H. Young was considered old enough to hold the position of recording secretary and our foreman although called Boquit (Boo-ka) is by no means a hot house flower. Our first and second inspectors bear the names Bradley and Smith respectively and respectably. Bros. Cook, Murry and Chalfant were elected trustees.

We have received the cards of Bros. A. E. Jones of No. 512; J. H. Kerr of No. 418; E. J. Albertson, of No. 156; A. D. Chisholm, of No. 306; C. C. Rhodes, of No. 153, and Rus. Rains of 338. These brothers rendered valuable assistance in organizing our Local.

We also wish to publicly express our esteem for District Organizer Suar, and our gratitude for his faithful energy and zeal in our behalf.

We are doing high grade work here and our constant effort will be to raise the standard. There is just about enough work in sight to keep every one fairly busy. Conditions here are not all they should be, but we hope for improvement.

The S. W. T. Co. has run afoul of the city council and as a result the company may do some \$85,000.00 worth of work in the near future, but more of that in our next letter.

With best wishes for the welfare of the Brotherhood and each member thereof, we are,

Fraternally,
HENRY BURTON,
619 N. Kansas st.,
Press Secretary.

CLASSIFIED DIRECTORY OF LOCAL UNIONS.

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BEWARE OF DECEPTION.

The righteous wrath of organized labor and friends has made itself felt. The "Unfair" W. W. Kimball Company, manufacturers of Pianos and Organs, of Chicago, Ill., have been compelled, in order to promote the sale of their product, to resort to deception, the stencil.

Ever since 1899 when the Kimball Company locked out their employes, because, they, as members of the Piano, Organ & Musical Instrument Workers International Union of America, requested a nine hour day, fair wages, fair factory conditions, the abolition of contract and child labor, has the Piano Workers organization besought the assistance of organized labor in its battle, remarkable for its persistency and determination, against the unfair attitude of the above named company.

At present writing the firm seems to be in a bad way, having found it necessary to take recourse to the stencil in order to overcome the odium attached to their product.

Organized labor generally has refrained from purchasing Kimball Pianos and Organs, solely on account of the firms opposition to everything smacking of unionism.

The company is now stencilling a ma-

jority of their product with names other than their own. In this way it is expected to counteract labors effort.

All of the below named Pianos and Organs are made by the Kimball Company of Chicago, Ill.

W. W. Kimball Co., Chicago, Ill.

Hinze, Chicago, Ill.

Strauss, Chicago, Ill.

Whitney, Chicago, Ill.

Hollenberg, Chicago, Ill.

Arion, New York.

Dunbar & Co., New York.

Hallet & Davis, Boston, Mass.

If organized labor will but continue to do its duty, refrain from purchasing any of the above instruments, until organized labors rights are recognized, the deception so skillfully calculated will fail of its purport.

We feel justified in prophesying, though no prophets, that labors efforts, if persistently applied, will cause the Kimball Company to shortly see the error of their way.

It behooves every Trade Unionist, male or female, to lend a helping hand to the Piano Workers in their gallant contest for Union conditions.

Let organized labor and friends eschew the Kimball product until justice is done.

DISTRICT COUNCIL OFFICERS.**FIRST DISTRICT.**

President.		Secretary-Treasurer.	
District Council No. 1—	Chas. E. P. Taylor, 147 Ridgewood Ave., Newark, N. J.	Raymond Clark,	774 E. 19th St., Paterson, N. J.
District Council No. 2—	J. J. McLaughlin, 111 Saratoga St., E. Boston, Mass.	M. T. Joyce,	117 Howard Ave., Boston, Mass.
District Council No. 3—	H. W. Potter, 116 S. Peach St., W. P., Philadelphia, Pa.	Robert Dickson,	921 E. Capitol Ave., Washington, D. C.
District Council No. 4—	Thos. J. Cleary,	J. W. Cumfer,	923 Albany St., Schenectady, N. Y.
District Council No. 5—	L. L. Donnelly,	J. K. Packard,	Lock Box, 425, Elmira, N. Y.
District Council No. 6—	Oliver Myers,	F. W. Stubenvoll,	735 6th St., Detroit, Mich.
District Council No. 7—	P. T. McDonald,	J. A. Groves,	416 Wood St., Pittsburg, Pa.
District Council No. 8—	J. A. Monjeau, 136J. L. McBride, 226 Garry St., Winnipeg, Man.		
	Spruce St., Toronto, Ont.		

SECOND DISTRICT.

Ia. and Neb.—	James Fitzgerald, 1924 Lyner Ave., Des Moines, Ia.	R. E. Perrin,	1015 9th St., Sioux City, Ia.
St. L.—	Harry Meyers, 928 N. 17th St., St. Louis, Mo.	W. H. Coleman,	1029 Laramie St., Atchison, Kan.
Cook Co.—	Chas. Milligan, 42 Hammond St.	E. J. Hayes,	76 Aberdeen St., Chicago, Ill.
Ill. and Ind.—	W. D. Mullinix, 301 S. Center St., Joliet, Ill.	F. R. McDonald,	58 S. Root St., Aurora, Ill.
Tex. and Ark.—	W. M. Graham, 208 Main Ave., San Antonio, Tex.	Frank Swor,	Lock Box 61, Fort Worth, Texas.
N. W.—	Frank Fisher, St. James Hotel, Duluth, Minn.	P. S. Bixby,	140 Pearl St., Oshkosh, Wis.
Southern—	E. E. Hoskinson, 416 Mary St., Evansville, Ind.	Dale Smith,	Box 232, Norfolk, Va.

THIRD DISTRICT.

Pacific—	J. C. Kelley, 15 Ferry Bldg., San Francisco, Cal.	J. L. Cook,	1453 High St., Fruitvale, Cal.
Intermountain—	J. R. Currie, Box 402, Salt Lake, Utah.	W. C. Medhurst,	Box 919, Butte, Mont.
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"Yankee" Spiral-Ratchet Screw Driver

No. 35. Right and Left Hand and Rigid



In construction it is the same as the No. 30 and 31, but smaller and for driving small screws only.

It is intended for electrical workers, cabinet makers, carpenters and mechanics having a large number of small screws to drive, and where a lighter weight tool will be much more sensitive and convenient than the standard patterns, or No. 30.

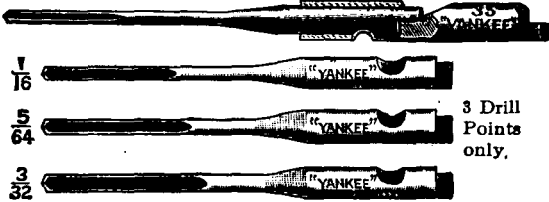
It is small enough to be conveniently carried in the pocket, measuring 7 in. long when closed (without bit) and weighing complete less than 7 ounces.

Chuck

with

Drill Points

$\frac{1}{16}$, $\frac{5}{64}$ and $\frac{3}{32}$ as shown, also



3 Drill Points only,

Countersink can be furnished to fit No. 34 Yankee Spiral-Ratchet Screw Driver.



It drives screws in or out, ratchets in or out, and is arranged to hold rigid when closed or extended.

The bits are straight, so they can be used to drive screws through holes in insulators, etc., where the flattened blades will pass through holes.

The great convenience of this new driver in its smaller size and lesser weight, will commend and make it a desirable tool even to those who already have the No. 30. The length of tool with bit in chuck is $\frac{9}{16}$ in. closed and $1\frac{1}{4}$ in. when extended.

Extra long bits projecting 4 in. beyond chuck, or 3 in. longer than regular bits, can be furnished in these widths.

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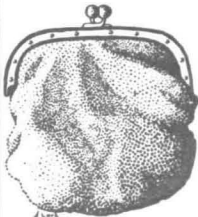
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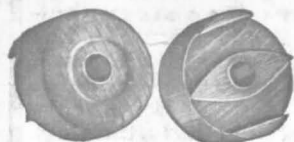
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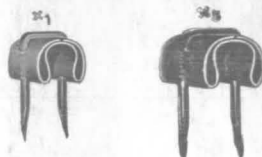


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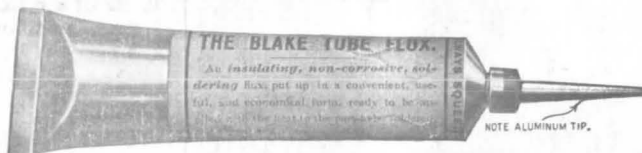
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